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ABSTRACT

Papers presented at a 1985 regional conference of the Pacific Islands Women's Non-Governmental Organizations are provided in this document. Each paper reports on a different country and discusses developmental issues relating to women's role, such as medical programs, health, social status and welfare, education, employment, and other subjects. The nations discussed include: (1) French Polynesia; (2) the Marshall Islands; (3) Western Samoa; (4) Palau; (5) Wallis and Futuna Islands; (6) the Cook Islands; (7) the Northern Mariana Islands; (8) Niue; (9) Papua New Guinea; (10) Fiji; (11) Guam; and (12) Kiribati. (KH)

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PACIFIC WOMEN"S NON GOVERNMENTAL
ORGANIZATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN"S
NON GOVERNMENTAL ORGANIZATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

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CONTENTS

Country Report -- French Polynesia

Development Issues for Women of the Marshall Islands

Country Report -- Western Samoa

Country Report -- Republic of Palau

Teaching and Education (Wallis and Futuna)

Country Report -- Cook Islands

Report on the Status of Women (Northern Marians Women's Assoc.)

Country Report -- Niue

Country Report -- Papua New Guinea

Fiji NGO Evaluation of Progress Made During U.N. Decade for Women 1975-1985.

Country Report -- Guam

Country Report -- Kiribati

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Rarotonga, Cook Islands, 19-23 March 1985

COUNTRY REPORT - FRENCH POLYNESIA

A REPORT ON WOMEN'S HEALTH

BY THE COUNCIL OF WOMEN OF FRENCH POLYNESIA

WHAT THE REPORT IS ABOUT

Women's new awareness of the medical and health situation in their country and their needs in this respect.

Background of this Question and Responsible Bodies

The Territory's Health Service was set up with the arrival of the French. There are indications that as early as 1857 there was a Garrison Infirmary in Papeete and in 1884 this was replaced, on the same site, by a hospital which has since then been enlarged frequently and modernised and which was, until April 1970, the Papeete General Hospital.

The old General Hospital, which is now used for other purposes, has been replaced by the new Mamao Hospital.

It is important to note that by virtue of the provisions of Law 84.820 of 6 September 1984 establishing the Statute of French Polynesia, all matters concerning public health in general are the responsibility of the Territory. Therefore, though certain individual establishments come under a different system, the general effect is that the Government of French Polynesia is the authority responsible for Public Health, which is financed from the Territory's budget.

Organisation

Decree no. 526 of 3.2.1957 provides for the organisation of French Polynesia's Territorial Public Health Service. Its structure is conditioned by the geographical and demographic configuration of the Territory - i.e. Tahiti and the other islands - with the result that Papeete is equipped with a very structured nucleus of health services, in which are centralised all the units necessary for carrying out the various activities usual in a Public Health Service.

Thus, to meet the needs of the widely-scattered island populations of the archipelago there is a network of secondary hospitals, medical centres, dispensaries, infirmaries and first aid posts spread throughout the islands, and in some places these services are accompanied by a mobile medical service.

To offset the distance and the isolation of the outlying islands, there is a degree of decentralisation and relative autonomy in the functioning of these hospital services.

In the islands, the health policy is carried out by mobile doctors who provide the following services:

Tours of visits are carried out by a doctor, a dentist, a nurse and a social health or community worker. Thus each island is visited two or three times a year, using the vessel belonging to the Administrative Sub-division for the Tuamotu-Gambier islands. A maximum number of atolls and islands is visited in this way in the shortest time possible (tours of 15 days, or three weeks at most).

Multi-purpose missions: A team comprising a doctor, nurses, laboratory assistant, social worker, carries out a visit of about a week's duration, depending on the size of the population to be visited, or the problems detected in the course of a visit by a mobile doctor, or following a radio call.

It can be said that throughout the islands of French Polynesia, the Health structures that have been set up have been planned in such a way as to correspond as much as possible to the requirements of the population. Preventive medicine - a very important element of this system - has not been neglected.

Preventive Care

The following bodies dispense preventive care:

- mother and child health service
- public health and hygiene service
- school health service
- dental health service
- health education service
- campaign against endemic diseases
- mental health service
- service for prophylaxis and eradication of acute rheumatic fever
- sports medical service
- service for the study of alcoholism
- civil service medical and social Centre.

Some of the above services provide some curative treatment.

There is also a "special health aircraft" for carrying out "EVASAN", i.e. emergency transport in case of accident or illness.

The following numbers of doctors work for the health service:

- Army doctors seconded to the civil service	37
- Non army doctors on contract	28
- Doctors who are technical assistance volunteers	33
- Dentists	17
- Dentists who are technical assistance volunteers	7
	122

Nursing staff and similar

Personnel in this category work everywhere in Territory and very often in difficult conditions in very remote places:

- Nurses, male and female	330
- Midwives	7
- assistant nurses (adjointes de soins)	147
- nursing orderlies (aides-soignantes)	91

Other categories of health personnel

- Army pharmacists	3
- Pharmacists on contract	1
- Pharmacists who are technical assistance volunteers	3

Non-medical senior and middle grade personnel

Biologists, veterinary doctors, psychologists, sanitary engineers (12) paramedical staff (social worker (1), nursery nurses (5), dieticians (2), ergotherapist (1), kinesitherapists (5), laboratory technicians (26), radiographers (12), hygiene inspectors (4), assistant health technicians (73), community health officers (20)).

Health Budget

French Polynesia's annual budget for public health is more than 7,000 million CFP francs.

The Territorial Hospital (Centre Hospitalier Territorial) has a separate budget, but it also receives subsidies from the Territory.

The "Louis Malarde" medical research institute also receives subsidies.

Expenditure per capita : 25 536 CFP

Problems and needs in the field of public health
(these figures relate to 1981)

- The most common diseases are:

respiratory system	27.10%
Lesions and traumatisms of the blood vessels	10.04%
Skin and sub-cutaneous tissues	5.66%
Ear and mastoid process	5.39%
Eye and related parts	4.95%
Intestinal infections (diarrhoea, etc.)	4.30%

- Campaign against major endemic diseases (1981)

dengue fever	556 cases
venereal diseases	
. Syphilis	294 cases
. Blennorragia	709 cases
Tuberculosis	56 new cases
Leprosy	289 cases of which 10 are new ones

- Campaign against cancer: 71 cases reported in 1981

In addition to the abovementioned problems, which are priority questions because of their frequency, there are other public health matters which are of no less concern to the Territory.

* Hygiene in General

- In domestic dwellings
- the problem of refusalto treat waste water and excreta
- the campaign against vectors of diseases.

* Malnutrition amongst Polynesians and the numerous consequences of this for the health of the prople.

* Acute rheumatic fever which follows on people's negligence and their lack of concern about their health (they do not seek medical care until they are handicapped by the disease).

* Dental caries, one of the consequences of Polynesians" unbalanced diet, in which there is too much sugar and carbohydrates.

* Ciguatera poisoning (has always existed as an endemic disease). Following the five hurricanes, 790 cases were reported. In 1983 there was no increase in Ciguatera morbidity.

* Alcoholism

* Drug abuse

* tabagism.

These health problems inevitably stem from health needs, which may or may not be expressed by the population, and which are met by the health and social care structure which is widespread and efficient.

WOMEN AND HEALTH

METHODOLOGY

1) Health Surveys (Collection of Data)

1.1 Urban police force

Meeting with Mme Lemaire, general police inspector, and Mme Lintz, police inspector responsible for the "Juveniles Squad". Both are Polynesians.

Subjects discussioned:

- wife beating
- child beating
- rape
- prostitution
- juvenile delinquency
- drug abuse

1.2 Girls' Hostel: Soeur Suzel

PURPOSE - ORGANISATION - METHOD OF FUNCTIONING of this Centre and DIFFICULTIES encountered.

1.3 Territorial Statistics Institute

Establishment of demographic statistics and better knowledge of the work of the Institute.

1.4 Social Affairs

Mme Cathala, Technical Adviser to Mme Huguette Hong Kiou, Minister for Social Affairs, both of whom are Polynesians and Mme Vernaudon, Head of the Department of Social Affairs.

1.5 Public Health Service

- Dr Tricotet, Director of Public Health, responsible for medical statistics relating to Public Hralth.

- Jeanne Yeung and Maeva Barral, in the Department of Education for Health: Ms Yeung is a health educator who trained originally as a social worker and Mrs Barral trained as a dietician and switched over to health education. Ms Yeung is primarily responsible for training and Mme Barral concentrates on working in conjunction with the Territorial Education Department.

- Dr Neghi, doctor in charge of the anti-alcoholism campaign: the purpose, objectives and structure of this new service.

- Dr Verry, doctor responsible for co-ordinating the mother and child health and family planning services: What is mother and child health? Have you any statistics?

- Dr Lecrenier, doctor responsible for the Department dealing with handicapped people.

- Dr Mareva Tourneux: a new trend in mothers' health and family planning.

- Mme Sabre, Director of the Territorial School for Polynesian Nurses.

A.- FAMILY HEALTH (see statistical figures and years represented on graph - mother and child health service)

1. Doctor responsible for co-ordination

a) Doctor responsible for co-ordination - Head of Department

Dr Helene Verry Richecoeur who has been a resident for 30 years.

b) Role

- collection of data relating to general surveillance of the health of women mothers and children throughout the Territory
- making plans of action
- implementation of these plans
- evaluation, supervision and adjustment as necessary
- technical adviser to the Director of Public Health.

2. Aims of the Service

- Ensuring the health of women, mothers and children by:

- promotion)
- education) Activities
- maintenance)
- health recovery)

MATERNAL HEALTH SERVICE

a) Head of Department: Dr Mareva Tourneux (Polynesian)

b) Objectives:

. Surveillance of pregnant women
. Surveillance of mothers after bith
. Prevention, detection and treatment of sterility
. Genetic screening
. Supervision and planning of births (information, advice).
. Education for hygiene in everyday life.

c) Short term, medium term and long term activities

C-1 Pregnant Women

. regular monthly medical check-ups once the pregnancy is confirmed (blood pressure, weight, medical examination by questioning)

. gynaecological and obstetrical examinations:

- biological (screening, toxoplasmosis, german measles, syphilis, diabetes, albumen)

- other specialised examinations upon request

- a surveillance index card is maintained

- declaration of the pregnancy entitles the mother to a financial allowance by the "CPS" (fund for social allowances).

- health instruction individually and in groups.

C-2 Post Natal

- Regular examination 4 weeks after birth
- Prescriptions for obtaining contraceptives upon request after biological examination (pap smear, crolesterol, sugar, lipids, etc.)

C-3 Before conception

- Medical examination of women and, if required, of their husband
- Instruction to future parents

C-4 Eugenic consultations

C-5 Training and supervision activities designed for health and education personnel

d) Suggestions:

- Extension of these activities to the whole Territory
- Regular annual health check-up for women of all ages
- Home visits by midwives to give assistance in case of need.

CHILD HEALTH AND WELFARE SERVICE

a) Head of Service - Dr Yvette Tetaria

b) Aims:

- Surveillance of proper growth of children from birth to school enrolment
- Primary, secondary and tertiary preventive action in respect of child health
- Early detection of different kinds of handicap, malformation or maladjustment
- Educating mothers

c) Preventive and curative actions

* Regular examination of young children:

- Monthly for the first six months of life
- Everh two months for the following six months
- Every three months up to the age of 2 years
- Every six months until school enrolment

* Mandatory medical reports

- at birth
- age: one week
- age: one month
- age: four months
- age: one year

Every six months until school enrolment:

- Paramedical examinations on request
- Vaccinations
- Dietetics and appropriate food hygiene
- Hygiene in daily life (sleeping, clothing, etc).

* Specific actions

Should an anomaly be discovered, medical consultation and treatment for the child is provided free of charge by the local "CAMSP" (Centre for Medical Assistance).

- Children who are considered to be vulnerable are looked after (FAR: Family At Risk)
- Campaign against chronic otorrhea
- Assistance with and health supervision of children placed with child-minders

* Training and supervision activities designed for health and education personnel.

d) Suggestions

- Possibility of continuing surveillance of children even when enrolled at school and up to the age of 6 years
- Home visits by infant welfare specialists in order to promote and extend health education
- Participation in the training and supervision of child-minders
- Extension of the above activities and especially the School Hygiene Service. The Territory takes over where the Mother and Child Health service leaves off, and continues supervision of the child throughout his years at school.

WOMEN'S CANCER

I. Statistical surveys

- Disease and mandatory declaration

	1980	1981	1982	1983	1984
Breast cancer	2	2	1	4	3
Cancer of the uterus	8	10	7	22	6
Cancer of the ovaries	6	5	6	3	1
TOTAL	16	17	14	29*	10

* Indicates year when cancer registry was started.

This problem has always existed.

(a) Nowadays various kinds of investigation, many of which are very advanced, are accessible to all women.

(b) Giving women more practical awareness by teaching them to carry out self-examination of their bodies.

(c) Realisation of their physical health problem and acceptance of an early diagnosis improves the chances of a better prognosis.

II . ACTIONS AND THERAPHY THAT CAN BE UNDERTAKEN

- Screening in the course of a medical examination
- Surgery
- Radiotherapy
- Chemotherapy
- Mixed therapy

In some cases health evacuation may be decided after consideration by a medical commission (evacuation to France, New Zealand or elsewhere], (7 cases in 1984, of whom 4 were sent to France); the evacuation is free of charge. There is an anticancer league.

III. SUGGESTIONS

- Audio-visual information campaign (the media).
- Inclusion of gynaeconological examinations in the regular medical examinations carried out for purposes of industrial medical care, such examinations being necessary for early detection of cancer.
- All women over the age of 40 years to have a regular annual test done.

C. SEXUALLY TRANSMITTED DISEASES

I. Statistical studies

- In 1984:

- Syphilis : 168)
- Gonococcal infections:: 32)
- Non gonococcal : 128)
- Miscellaneous : 34)

Mandatory declaration and treatment

* Serological detection which may occur in the course of obligatory medical examinations (for example, in the case of newly-recruited personnels, pregnant women, etc.) although there are no clinical symptoms.

* This health problem has always existed and is related to the many migratory movements occurring in the Territory.

II. ACTION AND THERAPY

Screening and care are carried out by the "Louis Mallarde" Territorial Institute for Medical Research, at its centre for the campaign against venereal diseases.

Attempts are made to trace the carriers.

III. SUGGESTIONS

Regular screening of certain populations that are the most exposed to these diseases.

Information campaign to explain how necessary it is that the consulting practitioner should follow up the treatment prescribed, and that such treatment should be given to the carrier too.

D. NUTRITION

I. MALNUTRITION

a. Poor feeding habits

- Excess sugar and fats
- Aerated sweet drinks, and also, among adults, excessive alcohol consumption.

b. Consequences

- Minor growth problems among children
- Development of bad taste
- Diseases of the metabolism, and ones resulting from excesses (obesity, gout, high blood pressure, arteriosclerosis, diabetes).

c. Statistical studies

- At the present time it is difficult to express the incidence of these diseases in figures for they are very common and there is very little control on them.

- They are one of the main causes of hospitalization and one of the main reasons for consulting a doctor.

d. Renewed outbreaks of these diseases occur as the consumer society extends

II. INFORMATION - EDUCATION - ACTION

1. Individual primary preventive care

- Dietetics for pregnant women ("CPM" - Mother's Welfare Centre).
- Dietetics for children ("CPI" and "CMS" - Infant's Welfare Centres and for School Medical Centres).
- Dietetics and school canteens, etc.

2. Secondary preventive care in the course of hospitalisation or medical consultations (treatment and instruction)

Actions forming part of integrated medical care throughout the Territory. Services and Departments concerned:

- Department of Education for health
- "CPM" - "CPI" (Mothers' welfare Centres and Infants' Welfare Centres).
- Dietetics Department of the Territorial Hospital

III. SUGGESTIONS

- Activate existing associations (dietetics association, consumers' association)
- Set up associations whose purpose will be to make the population aware of the consequences of a poorly balanced diet, the illnesses that can be caused thereby and the need for food hygiene
- Convince people who suffer such illnesses of the need to respect the treatment prescribed
- Need for a detailed study on the problem of malnutrition and its consequences with statistical studies, surveys).

N.B. A survey on food habits is being effected throughout the Territory (results should be available shortly).

E. SOCIAL PROBLEMS

I. ALCOHOLISM

a. Statistical studies

- Consumer figures (See Annex)

b. Consequences of alcoholism

1) Medical: Secondary effects certainly exist but do not cause very serious consequences and at the present time cannot be calculated in figures.

2) Social:

- Loss of work and of income for the family
- Squandering of family's income

- Family conflicts: wife beating, child beating, abandoning the family home, children running away, juvenile delinquency, bad example for the children, psycho-emotional problems.
- Violence

3) Economics:

- Reduced productivity, or even absenteeism
- Accidents at work
- Accidents on the road

c. Growth of the problem

As well as cultural alcoholism there is alcoholism of the international type.

d. Alcoholism among women

This problem exists, but it is less common and is not calculable.

e. Therapy

Establishment of a centre for the study of alcoholism under the direction of a doctor of the Public Health Service with the assistance of specialised educators from the Social Service, the Anti-alcohol League and the Department of Education for Health.

- The five churches committee (Catholic, Protestant, Mormon, Sanito, Adventist)

  (Blue Cross, gold cross)

- Information and direct action in the field, and participation of local social workers

- Road safety campaigns

- Traffic police checks

- "Alcoholics Anonymous" Association (Association of former alcoholics)

Therapy to be carried out by

- Medical and paramedical teams (in hospital, in dispensaries, at home)
- Social reintegration and rehabilitation

D. SUGGESTIONS

- Get existing legislation applied, add to it where necessary and strengthen it
- Ensure legal protection for women and children
- Specify points of sale of alcohol

- Extend information and restrictions (on sale of alcohol) in the outer islands.

II. DRUG ABUSE

Drug abuse has become a problem for mothers as well as for the authorities of the Territory.

1. "Pakalolo" (Marijuana) has always been used in Polynesia but, as in many ancient societies, such use has always been occasional and sometimes purely ritual.
2. Apart from the use of "Pakalolo", adolescents and young adults use hallucinogenic mushrooms.
3. Even "sniffing" has been discovered by children who use various products that are easy to come by (such as Blanco, bicycle glue, various solvents, paints, etc, and some medicines which are made into a paste).
4. The big increase in sea and air transport may encourage the introduction of the so called "hard" drugs into the Territory. But we have no precise information about their use here.

ACTION TO BE TAKEN

- Formation of a "drugs squad", at the Territorial and State level
- Information to be given to parents locally by the five Churches' committee
- Public Health Department to apply to WHO for the services of a specialist in anti-drug campaigns
- Specialised educators of the Social Affairs Department to take extensive action in local districts
- Control of sale of certain pharmaceutical products.

SUGGESTIONS

- Be careful of information given by people who are not specialists in this subject, for poorly conceived information could have the effect of encouraging young people to use drugs.
- Await arrival of a specialist and the documentation that he will prepare in conjunction with the Public Health Department.
- Instruct parents that good "parents-children" relations are essential for counteracting this social scourge
- Doctors should avoid over-prescribing sedatives, espe especially for children
- Instruct parents about the harm that can be caused by self-medication.

E. RAPE - PROSTITUTION - WIFE BEATING

I. RAPE

This problem exists, but it is not possible to quantify it. It is the consequence of alcohol, isolation and the silliness of some young girls, and of promiscuity. It occurs mainly in urban areas. It may even be collective.

The phenomenon is known because more and more complaints are being lodged now by mothers who find it easier to do so since a woman police inspector was appointed recently.

ACTION TO BE TAKEN

- Formation by the police of a "juveniles Squad"
- More police officers to be on duty in towns, especially at night
- More severe sentences by the courts.

SUGGESTIONS

- Information to be addressed to young girls to warn them and put them on their guard
- Review legislation in order to afford women better protection
- Formation of women's associations to assist girls who have been physically and morally traumatised and degraded.

II. PROSTITUTION

Can one really describe as prostitution an intermittent situation concerning young people, especially young girls from the islands, who find themselves on their own and with little or no money? The availability of contraceptives has led to an increase in sexual relations among young people.

ACTION TO BE TAKEN

- Establishment by the Catholic and Protestant churches of two hostels for young girls, to meet the needs of young girls who are obliged to leave their island or their village in order to further their education or to learn a trade in town, or even to work there.
- Incidental interventions by the "Juveniles Squad".

SUGGESTIONS

- Encourage people to remain in the islands by developing possibilities for education and work for young people
- Inform parents in the islands of the dangers that confront young people going to the towns
- Make the hostels better known
- Create other hostels to take young people who cannot be accommodated in boarding establishments (for schools).
- Ensure strict application of the legislation protecting minors

III. BATTERED WIVES

The women concerned are usually Polynesians, between the ages of 18 and 40, whose circumstances are poor. Any statistical record is impossible: they rarely lodge a complaint and when they do, they do not follow it up.

CAUSES: In the great majority of cases, it is the tragedy of alcoholism that renders a husband or wife very violent.

- Jealousy of one or other member of the couple
- Promiscuity
- Financial difficulties
- The wife abandoning the conjugal home
- Disagreement about bringing up the children

LEGISLATION IN FAVOUR OF VICTIMS

- Imprisonment of the guilty parties
- Fines

This legislation is double-edged, for wives may feel reluctant to have their husbands put into prison.

ACTION TO BE TAKEN

- Anti-alcoholism campaign
- An emergency hostel for women in distress is soon to be opened by the Ministry for Social Affairs
- Religious hostels can sometimes offer emergency accommodation

SUGGESTIONS

Make sure that women are aware of the existence of an alcohology centre and of the anti-alcohol league.

Make women aware of their responsibility in family life.

Teach women how to protect themselves and to assume responsibility for themselves

G. PEOPLE WITH HANDICAPS

1. 1984 Census: This was carried out by a specialised section under the direction of a Public Health doctor (in January 1983).

734 children, some of whom are cared for by the Centre for early Medical and Social Assistance at Papeete (CPI - 1st year of primary school) and after 6 years of age, the Centre for school hygiene.

765 adults: this makes about 1500 people in all. They include the following disabilities:

- 1/3 are mentally handicapped
- 2/3 are physically handicapped
- 1/8 have handicaps of the senses (sight, hearing, speech)
- 1/8 have multi-handicaps

2. Causes

- Infection in course of pregnancy: - genetic
  - acquired
- Perinatal infection
- Postnatal and late infection
- in infancy: infectious causes: mainly acute dehydration badly treated
- accident in the home
- at all ages: - road accident
  - sequels of infancy
  - bathing accident

3. Action

3.1. Creation of a Council for the Handicapped

3.2. Establishment of regulations (health, social (OTASS), labour, education)

- Special care for handicapped children from infancy on CAMSP (Centre for Infants and Welfare, with guidance CTES (Territorial Centre for Special Education (health-education)
- Special care for adults by COTOREP: Territorial Commission for Guidance, Rehabilitation and Placement
- Introduction of monthly allowances:

  34% receive special allowances
  3.4% are entitled to a home helper's services

- Introduction of a special monthly allowance for adults with a handicap whose incapacity is at least 80%
- Introduction of a special allowance granted to handicapped children
- Other regulations have been drafted with a view to facilitating as much as possible life in society for handicapped people (work, everyday life etc).

3.3. Medical action

- Primary preventive care
  - Reinforced Mother and Child Health programme
  - Programme more specifically addressed to the pre-natal period
  - Delivery in safe conditions: improvement of services offered (instruction and road safety campaigns)
  - Secondary and tertiary preventive care
- Creation of a Centre for early medical and social aid (PI - Infants" Welfare) with home guidance up to 6 years of age
- School medical care for children over 6 years of age, in conjunction with the Territorial education service and teachers, formation of special classes.

- Technical activities
  - There is a project for creating a Territorial centre for functional re-education which is warranted by the number of road accidents that occurred between 1971 and 1981: 500 fatal accidents, with 3000 people injured.
  - Establishment of a prosthetics workshop: 89 people have already been fitted with artificial limbs etc., and 119 are on the waiting-list.

3.4. Private action

Subsidized by the Territory and the State:

- C.E.D.O.P. (Centre for Speech and Hearing Therapy) to which has now been added "re-education of the visually handicapped"
- Polynesian Association of Handicapped Children
  - "Raimanutea" medical and educational institution for very young children with a mental handicap
  - Medical and vocational institution for adolescents
- Christian Fraternity Association for the sick and handicapped
  - Rehabilitation Centre for children and adolescents affected by motorial disorders which make normal school attendance or work impossible.

SUGGESTIONS

- Introduce mandatory medical examination before conception
- Reinforce the perinatology programme
- Closer supervision of mentally-handicapped children
- Inform and educate the population about health matters, but also about road safety
- Strengthen penalties applicable in cases of non-respect of laws, whether relating to mandatory health care, use of the road (traffic regulations), or driving when drunk - make ALL PEOPLE AWARE OF THEIR RESPONSIBILITY.

H. TAHITIAN TRADITIONAL MEDICINE

This is still exercised by the family. Little is known about the subject because the knowledge is handed down by oral tradition and in accordance with certain rites only to people who are considered capable and worthy of acquiring knowledge of traditional medicine, of exercising it and in turn conveying it to others. Some interesting work has been published on the subject, by Dr Loison formerly of the SPC, by Mr Petard, pharmacist, By ORSTOM, and by Mr and Mrs Crespin.

This form of medicine is practised also by "Tahua" ((traditional healers) most of whom have joined together in an association. They organise meetings and even 'open days' at the 'O.T.A.C.' (Territorial Board for Cultural Activities for information of the public). The Government encourages cultivation of plants and trees that are in danger of extinction and that are used for local pharmaceutical products.

Traditional medicine and modern medicine are still at loggerheads. A dialogue between the two needs to be established, but pediatricians are against the use of traditional medicine, especially purges, which can cause dehydration.

CHINESE TRADITIONAL MEDICINE

The Chinese community, which is very attached to its traditions too, has recently obtained permission from the local Government (of French Polynesia) to import Chinese medicines.

SUGGESTIONS

A serious study should be made of the properties of Tahitian medicines with a view to bringing then under regulation, endeavouring to this end to obtain the cooperation of those who still possess this knowledge.

I. DELINQUENCY, CONFLICT WITHIN THE FAMILY

These are very important problems, of which the Ministry for Social Affairs is well aware and it is doing all it can to remedy them. A hostel for young delinquents of both sexes between the ages of 9 and 17 years is shortly to be opened, at the initiative of the Territory's authorities. The churches have established hostels to assist in young people's reintegration into society.

Most young delinquents are boys.

Problems of mental and social health are too delicate to be dealth with casually. The time at our disposal for working on such matters is quite inadequate, for most of the women dealing with them are very busy.

It should also be stated that the Ministries of Social Affairs and of Labour have set up a very extensive system of social allowances, as a result of people may choose between public medical services which are free for the under-priviledged and private medical services which are increasing in quantity and quality. The 'CPS' (Fund for Social Allowances) and the 'RPSMR' (System for Family allowances in Rural areas) distribute allowances in kind and in cash to workers and their families, and even in rural areas.

CONCLUSION

This overview, though too brief, shows that there is a distinct improvement in the physical health of the family (see graph), thanks to the continued efforts by the local Government, the State and the various Ministries concerned, to give the people what they need, and in so far as practically possible, what they request.

NGO/WP.2
8 March 1985

ORIGINAL: ENGLISH

PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

DEVELOPMENT ISSUES FOR WOMEN OF THE MARSHALL ISLANDS

Background

As women's roles change in the development of the Marshall Islands, their roles in the community will grow. Marshallese women of today are either working mothers in the urban areas, young pregnant girls who have to rely on their families for support, the ladies who sew or weave their handicrafts to earn or supplement family income and women of all ages who are active in their school and church projects and women's organizations.

Today's woman in the Marshall Islands is living in an economy which faces a severe shortage of skilled manpower - seeking job entry side-by-side with the growing surplus of untrained men and unemployed youth. The reality of health care offered her is still below standard. She faces a universal domestic problem of a parent deserting an existing family, leaving the partner responsible for bringing up the children without financial means. Through the increased sale of land rights, she is continuously losing her matrilineal rights - assurance of passing down the land to her children. Thus, there is a vast need for women leaders and community workers to organise and implement activities on both a formal and non-formal basis to teach and inform youth, other women and community groups both on their islands and in the urban areas of Majuro and Ebeye.

Around 82% of females living in the Marshalls today are below the age of thirty-five. Although the level of education is higher for a majority of them (compared with the preceding generation) - job opportunities are limited in the urban areas and almost non-existant in the outer islands. Studies show that 27% of the females in the Marshall Islands labor force were unemployed in 1980.

Again, statistics on school enrolment indicate that at the elementary level (1st to 8th grades), a number of female students begin to drop out of school during the 7th or 9th grades; and that at the secondary level (9th to 12th grades), the female school population again drops after the 10th grade. During the year 1984-85 only 3% of the college graduates were women.

177/85

In Majuro, 16% of the total 1984 births were to mothers 19 years or younger. Of these births, 18% of the babies were either premature or of low birth weight, indicating poor prenatal care. Nineteen per cent of these mothers under 19 were already having their second child. In Ebeye, 27% of those screened for syphilis had the disease. Of these, 43% were 19 or younger. Five children were born there with congenital syphilis; one died and the other four will be permanently disabled. In Majuro, 25% of those treated for VD were 19 or younger.

Assessment

There has been a tremendous leap of courage spreading throughout the Republic on the part of women who are becoming more vocal and active in voicing community needs and "making time" from their daily lives to support community projects.

There is a growing awareness of the availability of family planning, of options in birth control methods, the need for pap tests, pelvic exams, breast exams, and VD screening. This is due to the combined efforts of a number of on-going programs and projects, such as: the SPC Mobile Training Unit Program, the Population Education Program, the newly established Family Planning Clinic, and numerous other workshops integrated in these areas.

By enforcing the Tahiti South Pacific Women's Seminar recommendations and by funding a Women's Leadership Training Program in 1982-83, government's involvement has made some progress toward the development of women in the Republic. A Women's Health Survey is to be conducted this coming April-May, 1985, in four major areas in the Republic. A Third National Women's Conference, which took place in July of 1984, identified two priority projects:

1) the establishment of a national women's organisation; and

2) the initiation of national food production project.

Several business training programs took place to promote efforts of providing more income generating options and opportunities to women and women's organisations. A Marshall Islands Women's Credit Union was established in 1983 and is doing well. To date, three midwifery training programs have taken place, with two more scheduled in 1985. Very important elements in the on-going midwife programs are not only the upgrading and transferring of skills and knowledge, but the incoporation of the midwifery practice into the government health services system.

Leaders of women's organizations are banding together not only on Majuro and the outer islands but also on Ebeye. At present there exists a National Women's Coordinating Committee and an Ebeye Women's Coordinating Committee. Working together with established women leaders in each of the local governments, the first major effort is to form a national women's organisation, now in the process of being organised.

Much more has to be done to resolve problems of teen pregnancies, teen runaways/prostitutes, malnutrition, lack of family income, parental desertion, increased sale of land, lack of parental guidance in family structures, poor and irrelevant quality of education and high levels of female drop-outs from school.

Additionally, government leadership is of growing concern to women. Predominantly male leadership does not demonstrate sensitivity and concern toward the common needs of the people. Major government fiscal spending may be directed toward projects which aren't necessarily relevant to community needs. Major businesses evolving do not necessarily encourage self-reliance -- seemingly promoting more dependency on outside commodities, aid and funds. The voices of Marshallese in high level decision-making must be strong, constant and heeded. In more visible and vocal roles, women must become more involved in the appropriation and allotment of funds. In particular, they must have voice in the policy-making concerning changes proposed in fundamental/traditional/cultural systems which, under the aegis of male leadership, often results in a band-aid solution to fill the needs of a minority or benefit an elite few.

Female leadership in the churches may be increasing. However, decision-making within churches in the Republic is still under male domination. Power struggles either within a church or between churches do not lend themselves to community improvement/rehabilitation efforts. Female involvement in churches usually remains at levels of fund-raising, baking and cleaning activities.

Health

Objectives identified in the Republic's future plans for health include:

- improving overall health standards, with emphasis on the mental and emotional health conditions of youth - and increasing preventive and curative health care services.
- ensuring greater accessability to health services in the outer islands, with research on the curative aspects of traditional medicine as a possible means supplementing standard health care, particularly in the outer islands.

Toward these objectives, the following projects will be implemented:

- Maternal & Child Health Care - a project to reduce infant mortality below 15 per 1,000 live births. Continued emphasis on the importance of breastfeeding, immunization shots, rehydration formula education. This also includes a growth monitoring program whereby the mother herself can monitor her baby's progress by means of monthly weigh-ins of the child, retaining these records at home.

- Family Planning - an ongoing project which will cover three major areas of concern: inadequate health screening for women, inadequate understanding of family planning and family health issues, and inadequate access to birth control methods. In addition, it will address adolescent health problems such as high-risk pregnancies and the epidemic increase in venereal disease among the young. This will be done through workshops, study groups, film, and printed matter to be disseminated through schools, churches, and clubs in the community.

- Health Education - an outreach program offering regular health sessions to women in pre-natal, post-natal and well-baby services, to assist women in achieving higher standards of health through self-help and to teach them to assume higher standards of health within their family structure.

Education/Training

The Education plan includes the improvement of instruction, curriculum, facilities, teacher qualifications, administration and community involvement. Continuing education will occur in both formal structures such as college, adult classes and skills training programs, but will also be nourished through clubs, churches and peer models.

Tradition-based needs to support both cultural and language instruction continue to be revised and upgraded. Curriculum development to meet the needs of urban schools, as well as multi-groupings in the outer islands, is being revised.

Vocational training either in the secondary level or at the youth skills training center and community training programs is being coordinated to offer more options to both younger and older women to increase marketability. A training resource center primarily planned for women's development is included in the country's plans. Through this center, research and training will be conducted, conferences and seminars held or sponsored, and funding aids sought or granted. The Women's Leadership Training Program will continue to be a part of this resource center after its establishment. The evolving National Women's Organization will also work closely with the center. The center will also be responsible for monitoring the Family Food Production Project, which should commence, in part, in June of this year.

Employment

The Five Year Plan of the Marshall Islands states the following objectives regarding the issues of employment:

- o promoting a higher level of employment in the "money economy",

- reducing underemployment in the "subsistence economy", and
- improving the balance in the number of "money economy" work opportunities between Majuro/Ebeye and the outer islands.

Increased production in those activities of a more labor-intensive nature would be a means of expanding the money economy through the private sector. Growth of medium and small-scale manufacturing enterprises and tourism will be fostered. A degree of diversification and commercialization in the subsistence economy of agriculture and fishery activities, in order to improve labor productivity levels and generate linkages to other rural economic activities, will also be introduced. Agricultural/fisheries/tourism investments are to be made in the outer islands to promote and support the subsistence as well as the money economy.

Special work programs will be developed for unemployed out-of-school youth by the government in cooperation with civic groups such as women's organizations, to provide productive activity for both youth and community groups.

The Economic Development Loan Fund (EDLF) Program will be the major source of funds for the women to tap in the establishment of their income-generating activities. Credit unions as well as cooperatives for women will be promoted and actively supported through training programs and management/investment consultancy to increase both the saving and earning power of women.

With the establishment of the National Women's Organization and the Training Resource Center, business ventures can be closely studied, evaluated and monitored for relevancy, cultural/social impact, and economic feasibility.

Special Issues

Two major issues of concern to Marshallese women, as expressed in the 1984 Third Women's Conference, are on land sales and parental desertion. The increasing as well as quick sales of land deprive not only children but future generations from survival. Legal recourse on the problem of parent desertion has minimal impact because of the difficulty of tracking workers who have returned to their home countries (which are not under U.S. jurisdiction). The result of this impasse poses a hardship on the families of the deserters and a serious social/moral problem for the entire community.

In addressing the land sale problem, an issue pinpointed during the Third National Women's Conference, a bill is being drafted for introduction in the 6th Constitutional Session of the Nitijela (National Legislature) prohibiting the sale or transfer of parcels of land and rights and interest in any land within the Marshall Islands.

Additionally, a resolution to request an Act or scheme to help deserted families to compel the deserting partner to pay support money or repay amounts spent by the government for this purpose was drafted in 1982 but did not pass the Nitijela. It is again being re-drafted with revision, incorporating the possibility of a reciprocal agreement between the Government of the Republic of the Marshall Islands and other governments in tracking down a deserting parent. Another possibility is an Act making it mandatory that every alien worker sign a Memorandum of Understanding, assuming responsibility for every issue born in the Marshall Islands during the period of habitation with a Marshallese citizen.

The foregoing efforts are difficult matters to settle. Awareness-raising, an understanding of the issues that face Marshallese women in a developing society; experimenting with the power of uniting with other women to accelerate changes that thwart progress; sensitizing legislators to women's needs...all of these are part of an educational process that is touching the lives of all women in the Marshall Islands today.

The progress of women in the Marshall Islands is based on their abilities to combine tradition, custom and culture with a new attitude toward their roles in their society. It is hoped their success will be accelerated through ideas generated by exchanging ideas with other women in the Pacific.

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PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

COUNTRY REPORT : WESTERN SAMOA

WOMEN AND HEALTH

The main health problems facing women and girls as well as men are increasingly high incidence of chronic diseases such as diabetes and hypertension. Other health problems include diarrhoeal diseases, nutritional anaemia among pregnant and lactating mothers, cancer and teenage pregnancies.

Most of these health problems are new and related to changing dietary patterns. There has been a shift away from traditional nutritious foods to imported foods which are of lesser nutritional value. While protein energy malnutrition is a prominent condition found in Samoa, it is found also that malnutrition anaemia is prevalent in pre-school children, pregnant and lactating mothers. On the other obesity has become one of the predisposing factors for chronic disease such as diabetes through the high consumption of refined sugar.

The incidence of chronic disease for both sexes is high. However, health goals towards the year 2000 have placed a lot of emphasis on Maternal Child Health through the primary health care approach. Health Clinics for general diseases as well as those for antenatal care have been established so that monitoring of the level of incidence of these health problems is ensured.

Services that are needed include the dissemination of information on these health problems especially to the rural areas. The lack of funds for development appropriate training materials is the main obstacle to an extensive coverage of the total population with health education materials.

Through continued emphasis on Maternal Child Health, improved trends in indication used to evaluate the success of health services is seen. The percentage of deliveries supervised by trained health personnel is 46. Total coverage of children in the immunization programme is 84 per cent compared to 29% five years ago. The percentage of mothers visiting antenatal care units is 98% and the population growth rate is reduced to 2.8% in 1982.

The number of new family planning acceptors has decreased slightly due to a number of reasons. Modern contraceptive methods are not always available to the rural areas; not only that religious and cultural attitudes prevail which militate against the successful implementation of the family planning programme.

Strategies that are being planned for the future for better health services include:

1. Reallocation of health resources for primary health care purposes;
2. Improvement in environmental health;
3. Ensuring adequate food production of a nature to allow a balanced diet and proper nutrition;
4. Health manpower development to fill the posts that will be desired through implementing health policies in the light of the primary health care approach;
5. Strengthen community involvement.

EMPLOYMENT

Of the total population of 156,000 the labour force participation rate is 47% a level lower than in 1971 of 51%. The participation rates of males is markedly higher than that of females and tend to rise with age reaching a maximum of 98 per cent around the ages 35.

The participation rate of females in agriculture is 16 per cent. The highest number of females are employed in service industries a high percentage of which are in the teaching profession.

Women as well as men are selected for jobs based on the merit system thus there are no income differentials because of sex. Maternity benefits exist although on a non-paid basis except for a few semi-government corporations that provide paid maternity leave. No facilities for child care for working mothers exist.

The majority of women are clarified as unpaid family workers and thus are regarded as economically inactive. This group as well as out of school young women are assisted by government towards self-employment through the provision of training in vocational skills as well as the provision of credit through the establishment of a revolving loan fund to set up small business activities.

No services such as an Employment Bureau is available such that the true unemployment situation in the country is not known. Non-government organisations have assisted in providing training towards suitable jobs for unemployed young men and women especially in the private sector where job creation is encouraged. The public sector is faced with the implementation of a 'sinking lid' policy hence the labour market there is already restricted.

The Labour and Employment Act 1963 has protective provisions which prohibit the employment of women after certain hours and also give women the choice to be employed in jobs that suit their physical capability. These laws do not apply to men.

Trade unions do not exist in Western Samoa, however a public service association does with 47 per cent of its membership being females. Associations such as the Nurses Association work to promote better employment situation for its members who are predominantly female.

Womens achievements in education is not reflected at managerial level. Women are most significant at middle management levels although a few are heads of statutory boards or are as deputy directors of government departments.

At the level of national politics women have yet to feature significantly. In the past 10 years only five women have been elected to Parliament. Not all women can vote in General Elections because the voting system is such that only those citizens bestowed with chiefly titles or have foreign blood lineages can vote. Voting legislation is discriminatory for women and is an area that can afford changes.

EDUCATION AND TRAINING

The total percentage of children in primary, secondary and tertiary levels are 76, 23 and 0.42 respectively. At secondary level more females have enrolled than males. The reverse trend occurs at tertiary level.

In technical training the number of females enrolled in 1974 was nil, in 1984 the number was 44 compared to 131 males in 1974 and 148 in 1984. More males than females graduate from university each year.

The drop-out rate for girls is only slightly higher than for boys and is attributed to factors such as high cost of school fees, lack of motivation and pregnancy. Parental attitudes are such that they aspire for equal education opportunities for all their children regardless of sex.

General school curricula are such that general subjects are offered to all students giving them the choice to opt for courses they are capable in. However, girls still tend to take up secretarial courses while males take up courses in trades. No encouragement is given to reverse this trend.

Government as well as non-government organisations have extensive vocational training programmes to reach those who drop out of school after secondary level. Not only that special programmes have been introduced to teach women about rural technologies in both agriculture and fisheries. Women are also encouraged to participate in extension courses for livestock and cash crop development so that their continued participation is ensured. Statistics show that more women than men have enrolled in non-formal adult education classes. In 1984, 709 females enrolled compared to 150 males. Literacy classes are not conducted as the literacy rate is high.

Parental counselling is needed so that they can encourage their children to take up courses which are of relevance to the curricula in schools. School curriculum is undergoing extensive revision to prevent the problem of providing inappropriate education for the jobs that exist.

OTHER PACIFIC ISSUES

Peace:

Church organisations have been in the forefront in the dissemination of information about nuclear disarmament in the Pacific Bureau of the attitude that Samoa is far removed from the risk sites of nuclear testing and because of foreign and policies with countries involved, very little awareness of peace issues is prevalent in the country.

Linkages with external groups on these issues are necessary to create more awareness.

Migration:

Emigration on an extensive basis began to accelerate in the 1960s. In the year ending March 1973 net outmigration totalled 6700. By the end of 1983 this figure was reduced by 64 per cent to 2,429 with the tightening of immigration restrictions by the New Zealand Government. Of the total number of people that migrated in 1983, 45 per cent were women. Of those migrating to seek employment 40% were women.

Migration has reduced to potentially large increase of the population. External migration as well as the rural urban drift will mean that women will be forming a large part of the labour force in the rural areas.

Tourism

Tourism has to a large extent been developed in a controlled manner such that the associated problems are minimal at present. Women are employed in the tourism industry as hotel workers, handicraft producers, tour guides, etc. Non-government group can act to monitor any negative effects of tourism.

Independence

There is very little work done by non-governmental organisations to understand and promote awareness of independence issues in other Pacific countries.

Communication:

The media has been used substantially to promote the contribution women make in the development of their country. More Womens networks are needed for the dissemination of information.

Data Collection:

Statistics on a sexual differentiation basis has improved greatly due to liaison between the Bureau of Statistics and womens groups both inside and outside the country. There is already an attempt to further clarify classifications such as 'unpaid family' labours' to bring out the economic value and benefits of upaid family work.

National Development Plans have attempted to integrate women at sectoral levels.

Legislation:

Certain discriminatory legislation need to be revised.

Organisations:

A co-ordinating body for non-government organisations is in the process of being set up.

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PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

Country Paper - Republic of Palau

Country Paper
Republic of Palau

Republic of Palau is on its 4th year as member of the South Pacific Commission. The Constitutional Government had just entered its second term on January 1, 1985 and is reaching out to other Pacific Island nations, organizations, and international agencies for social development as well as economic development.

With limited resources, our traditional women organizations and the nontraditional organizations have been participating in local as well as national activities which required their participation. Recently more resources and experts became available for our programs and activities. With the United Nation's Declaration issued in 1975 declaring 1975-1985 as the Decade For Women, Palau women in 1977 met to discuss issues, identify needs and plan programs and activities for women to meet those needs specified by this convention. Topics that were discussed during this convention were:

1. Youth needs
2. Education (Adult)
3. Health
4. Economics
5. Political Status
6. Media
7. Traditional skills and values
8. Alcoholism
9. Mental Health
10. Family Planning
11. Aging

It was the consensus of the participants that a coordinating committee be organized to facilitate more active participation of women in all development of Palau. With Palau becoming a nation which now can act on its own name and becoming a member of South Pacific Commission, we have had to redefine our goals and objectives to include Pacific regional needs.

One of the major goals of the women in the Pacific, especially Palau, is to upgrade the economic statue of women to managerial positions and reaching up to executive positions. To provide assistance to women in the villages to enable them to generate income for themselves and their families. Women in Palau should have opportunities to be trained and ready to assume higher positions, produce saleable products and play a bigger role in the hospitality industry in Palau.

With the rate of the tourist industry's growth in Palau, women are going to have a great impact on the tourist industry. Right now, no women own or run a tourist related business. With the newly constructed five star hotel, Palau Pacific Resort, which by the way is owned and operated by foreigners, Palau is becoming a tourist destination. Chartered flights, and cruise ships are coming in almost every month. The only direct involvement of women in the industry is being employed in the hospitality sector. With all the major hotels, only 162 women are employed and about 75% of them are doing the unskilled jobs from waitresses to gardeners; only one woman is holding a higher position. She earns close to one thousand U.S. dollars (US$1,000.00) per month and has the title of personnel manager, whereas foreigners working in managerial positions in the same hotel are earning much more than the local employee.

The indirect impact of women in this industry are local produce and handicraft sales. Tourists do buy produce and handicrafts, but how often do they buy them, how often does a tourist eat local food while in Palau? The handicraft industry is at its boom stage but with the competition of cheap Philippine, Taiwainese, and Korean handicrafts, tourist rarely spend very much for locally made crafts.

Palau is a young emerging nation and needs the tourist industry for its economic development. Women should take an active involvement in all stages of drafting national development plans, which include tourism, policy formulation and decision making. Non governmental women's organizations should be consulted at all stages of plan preparation, implementation, monitoring, and evaluation.

In the tourism industry women should be encouraged through government assistance to start businesses related to tourism. Training should be provided to women who are in the working force of tourism related areas to help and encourage them to aim and work for a higher and more skilled positions in their jobs. There is still a need for the handicraft industry; training in the pricing and producing of good quality items that are not only saleable but also to preserve the indigenous arts.

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PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

TEACHING AND EDUCATION

(A paper by the delegation of Wallis and Futuna)

In the course of our exercise to appraise training and education in Wallis and Futuna we were received by the Principal of Lano College, the Director of the Primary Teacher Training School and the Deputy Head of Catholic Private Education.

On the Territory, schooling is available from kindergarten to the 4th year of secondary school inclusive (concluding with the BEPC, a junior school certificate on completion of the "first cycle" of education); thereafter, pupils receive a Territorial education grant up to the 'Baccalauie'at' (senior school-leaving certificate, upon completion of 7 years' secondary education) and a State education grant for university study in metropolitan France. The schools' curriculum is drawn up in co- peration with parents' committees. By law all children up to the age of 14, regardless of sex, family circumstances or faith, must attend school. Education and training in this Territory are entirely free, and are fully covered by the French State - inclusing school meals, daily transport and return home by air once a year for pupils at school with a grant in New Caledonia.

There is also a pre-training workshop for pupils who wish to go on to technical secondary schools in New Caledonia and French Polynesia.

Education being mandatory up to the age of 14 (all children of school age are now enrolled), to nation-wide support from the French government, there is no longer any illiteracy among children strating school since the 1960s, although there is still some illiteracy amongst older people.

Training and education thus have a two-fold aim: to prepare women and men for life on Wallis and Futuna and also to teach them to adapt to a country other than their own.

It is believed that training and education certainly must include the teaching of moral values, of faith and religions practice and of the traditional values of the country, as well as languages and the more sophisticated science and technology of other countries of the world. However traditionalist and insular a society may be thought to be, it must never be forgotten that we are all also part of a region, of a society, of a world that is wider than we thought at first; neither should we forget that through the steady progress of science and technology, the present-day means of communication are continually bringing human beings ever closer to each other. True training and education should therefore be universal.

Unfortunately, it is constantly found that after their education and training, women do not find the work they need to earn a living in keeping with their expectations. This unhappy situation is blamed on inappropriate and inadapted education and training. The solution - easier said than done - would be to create a sufficient number of new jobs. The number of people seeking jobs will always, whether one likes it or not, be higher than the number of jobs available.

One solution to the problem could be for the planning authorities in each country to make an inventory, in the light of the development possibilities of the country concerned, of definite and permanent posts that will be available and to communicate such lists to the education and training authorities so that any "careers guidance" given to pupils will be based on such planning.

In the field of labour legislation, it might be possible to come to an arrangement regarding retirement age in order to release jobs for those who are without work and are of age to work.

In order to ensure more employment for young girls who have just been trained, planners wishing to help the Pacific countries should be urged to give more consideration in their studies to the different concerns and activities of women in the villages - including the remote ones - and it might transpire that there were other possibilities of creating jobs, as yet unknown.

EMPLOYMENT

In our enquiries regarding employment, we were received by the Territorial Inspector of Labour who explained to us the various aspects of the Overseas Labour Code that are applicable, and adopted to the "specific" Territorial context. It will be observed from the outset that there is no discrimination on the grounds of sex in this labour legislation: women and men who have the same qualifications and satisfy the requirements for a given post have equal chances of obtaining it. The choice is made by means of a competitive examination. The same equality applies in respect of the amount of paid leave, sick leave or compassionate or other leave for family or personal reasons that is authorized.

What could be improved are the conditions of a woman who has to leave her job temporarily for childbirth. During her absence she receives only half her salary. The trade unions having brought their attention to this point, the legislation (i.e. the Territori Assembly) and the employer (i.e. the Administration) are examining it very carefully, and results should soon be achieved.

Workers' rights have for many years been defended by the unions, of which there are 6 in the Territory. The teaching personnel, of whom 90% are women, and are mostly local, have their own union, although education itself is a "para-administrative department"; accordingly its status is rather special in respect of certain points.

The above remarks relate to the civil service and the para-public services. As for the private sectors, their status is slightly different because of their specific character but in respect of defence of workers' rights, there is a convention binding the employer and the employee to the defending union. On this Territory, there is no discrimination between the sexes in regard to employment.

It is a fact that women on the Territory do not as yet receive certain allowances - such as pre-natal maternity benefits - and they are asking for higher family allowances.

It should not be forgotten that Wallis and Futuna is a new Territory which will need time to draft the necessary legislation in all these fields. The legislature has already been made aware of the various problems and hopes to find appropriate solutions to them. Health services on Wallis and Futuna are free. The point that seems, in the view of Wall and Futuna women, to be a real problem is the lack of employment opportunities. There are of course certain sectors, like Health and Education, that employ a majority of women. All the posts of secretary and cashier available in the public and the private sectors (shops, bank, hotels and restaurants) are occupied by women, but in view of the number of women and young girls who are able to work and who wish to do so, there is a very definite lack of employment.

It has therefore been thought that one solution to this problem would be to exercise imagination in creating jobs in rural village areas, by making the most of women's expertise and value in traditional sectors.

This would be guite independent of any jobs that might be generated by the installation of a new enterprise or the exploitation of natural resources on our islands that are as yet unknown.

In this connection it can already be stated that a good number of women on our islands earn their living by weaving mats, by basketwork, sewing, etc.

In order to encourage the creation of jobs in a domaine such as this, accessible to village womens activities need to be diversified and perhaps supported by assistance or loans of moderate amounts by financing and banking institutions. It is often found that the spirit of inventiveness exists, the ability to perform the work exists, but the financial means to start up the activity are lacing. A telling example of this is the case of young people who return home after studying, who decide to set up a small business but who give up in the end because of the banking institutions reticent and orthodox attitude.

HEALTH

As egards health questions, we had a meeting with the Doctor-in charge of Sia Hos ital, the main hospital of the Territory.

He told us about the diseases that affect women, and especially the three that have emerged recently - i.e., filarisis, with an incidence of 0.7%, diabetes in women aged 25 to 64 years, (3.5%) and high blood-pressure (12%) in the same age range.

The campaign against these diseases, assituously conducted by the Department for campaigns against the major endemic diseases (campaign for detection of filariasis) and distribution of "mote'zimes" the equivalent of "Hetrogan", has proved to be very effective. Diabetes and high blood-pressure are also very largely under ontrol at this same medical centre.

The more worrying question, which deserves special attention, could be said to be the "galloping" increase in the territory's population.

With a birth rate of 31.6% and fertility of 176%, one cannot remain indifferent to the problems that the arrival of children brings for in a few years' time each child will be expecting society to enable him to work so that he can survive, from all points of view.

Faced with Christian ethics that forbid abortion and traditional thinking that still considers a large family to be an expression of "power and renown" in the village, a number of women who feel they cannot cope with the many problems entailed by having numerous children, have begun to use contraception, both oral (69%) and the IUD (25%).

One thing that appears certain is that it will probably be a long time before the women of our more or less remote rural milieux can be persuaded that a balance has to be achieved between the economic, social and cultural development potential of a country and its population growth rate.

Meanwhile, the following question needs to be asked. What effective remedy can be found in the immediate future and in the shor term, to contain or at least attenuate such a situation?

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PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

COUNTRY REPORT : COOK ISLANDS

SPC : 24TH REGIONAL WOMEN'S MEETING

RAROTONGA, COOK ISLANDS : 19 - 27 MARCH 1985

COOK ISLANDS COUNTRY REPORT

SUBJECTS : WOMEN IN HEALTH
: WOMEN IN EMPLOYMENT
: WOMEN IN EDUCATION AND TRAINING
: OTHER PACIFIC ISSUES

INTRODUCTION :

This report is based on the different views of the Society, NGOS, Government and Individuals, as they see the women in the above areas. As a result of some research and interviews with a group of people who were able and willing to share what they know, it was realised that each group or each person saw things differently.

However, in some cases, the findings are quite common. The concerns lie heavily on the most critical and disturbing areas, which affect the welfare and the status of women and the general public as well as the good image of the Cook Islands.

Therefore, it is anticipated that this meeting will be able to provide some solution in order to reduce the frustrations and disturbing attitudes of our incoming generation.

1. WOMEN IN HEALTH

Looking back into the last ten (10) years, it is realised that our health services in the Cook Islands have improved a lot despite the few criticism and problems coming up now and again.

As the Society sees it, there is a possibility that people have come to realise the importance of good health, but some still tend to ignore certain precautions until they are in trouble.

According to an interview with a medical doctor, nutrition is not real problem except that people tend to rely too much on imported foods rather than concentrating on our own local foods.

Diseases like cancer, diabete and other women's diseases could be treated if they are known early. In the case of cancer and diabete which are common to both women and men, some patients become very reluctant to admit to a doctor until things become serious. When patients become difficult and uncooperative, then it becomes a problem.

Beating up of women and rape are occasional problems. Like in every other society, this is caused by misunderstandings between partners through drinking. Nowadays, it is obvious that girls or women are drinking just as much as men, causing themselves to be beaten up by their husbands or boyfriends, and sometimes they get raped by other men.

Again, as the Society sees it, there is an increasing rate of illegitimacy. Young girls from the age of 13 or 14 years and upward are caught in this unfortunate situation. Obviously,

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they are girls from broken-up families, either the parents are separated, divorced or they are in New Zealand or other countries and the these girls are staying with grand parents or other relations. In some cases, the parents are dead and these girls are neglected or ignored by the families. Sometimes, the parents are always drinking and these girls are neglected. These girls become stubborn sometimes and wouldn't take heed of their parents advice.

Abortion is an illegal practice in the Cook Islands. Therefore, those girls who get pregnant and unmarried will have to suffer the agony of child birth and embarrassment. However today, the Society seems to accept the fact that such things do happen in our country like in other countries.

Venereal disease is common to both men and women and it can be treated as long as both partners cooperate and admit. Birth control and other safety family precautions are carried out in the out-patient clinic, where a trained nurse is responsible for advising the young girls or mothers, either through lectures or practical exercises.

During an interview with Sister Kathleen Koteka - the Sister incharge of Obstetric, Gynaecology, Ante and Post-Natal and Family Planning, it was realised that there are no real problem with birth control. She reckons that most mothers or young girls are very cooperative and understanding. Except for young college students who tend to be so reserved about their problems.

The use of contraceptive, loops etc, are very effective with those women who use them. Girls who are under the age of 21 years will require the permission of their parents before they could be treated with family planning, (the use of contraceptive).

The use of Maori medicine in medical treatment is quite rare but effect at times. This is not a common practice today because, some doctors do not allow such practice to be done while the patient is under their medical care. However, we Maoris do use Maori medicine when we see necessary, but without the knowledge of our local doctors. We still respect and consider the importance of the advice of our local doctors.

Although we do not have real major health problems in the Cook Islands, there is always the chance of an outbreak of influenza during certain times of the year. In order to prevent more problem, the Public Health Department conducts general health inspections, three times a year whereby our district nurses go round the homes to check on the living conditions of the little children, while the public health officers check around the homes.

While the Child Welfare Association (members are mostly women) carries out its usual programme on general health care, the Health Department also has, under its management, a School of Nursing for training nurse trainees. Sometimes, district nurses come on the health radio programme and conduct lecture programmes to the general public.

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These health talks on the radio and in the community by Public Health Nurses become very useful to mothers and the general public, and thus helping them to prepare their families for a better way of living.

The introduction of modern technology, with new methods of medical treatment, better drugs, better facilities etc, the health services become easier and we have less problems. This also makes our mothers' jobs much easier in terms of family welfare.

Our scattered islands in the Cook Islands are provided with better health care, where, mainly nurses and mothers play a very active role in keeping their families in good care. Not only do we women have the responsibility of maintaining good health care in our homes, but we are also responsible for teaching our young girls how to prepare them in life. We feel that our way of helping our young girls are more effective because, we are women and we understand our girls more and we are much closer to them. But, most important of all, we care and love our children.

RECOMMENDATIONS:

1. That Health Education be introduced in school in order to avoid early child bearing, prevention of V.D. and reduce illegitimacy.

2. That more opportunities be given to women in the community and rural areas to attend overseas courses or Workshops on Health Care.

3. That women in NGO be recognised just as important and equal to those in Government Organisations, after all, they also play just as important part in maintaining good health care in the country.

"WOMEN IN EMPLOYMENT"

The employment situation of the women of the Cook isalands in both the Government and the Public Sector is just as good as that of the men's, despite the fact that:

1. Most of the top positions in most areas of employment is dominated by men;
2. Most of the main or biggest areas of employment eg. Education Department, Health Department, Government offices (as typists, private secretaries etc) shops and big stores, clothing factories etc are dominated by women;
3. With the newly created departments such as the Infrustructure, Outer Island Affairs, Marine Resources, with positions and responsibilities more relevant to men, the employment today is dominated by men.

This simply goes to prove that both men and women are equally important and useful and both play an equally important role in the development of our little nation.

Sometimes our women are still influenced by our culture that men are superior or head of the family, and their place is in the kitchen, but this is no longer the case today. With the introduction of modern technology, imposing new changes in our life style, women are drawn out of the kitchen in search of employment in order to meet the needs and demands, not only of the family, but the community as a whole. In some cases, these women are the bread winner in the families.

MAIN OCCUPATION:

Occupations for many women are different. Some women are now holding positions that were used to be men's before. According to Statistics Report, women are also involved in agriculture, fishing manufacturing and many others. It is quite obvious today that women do just as good as men in many things, however, in most cases, we still find women in positions like:- teaching, nursing, typing, private secretaries, clerks, shop-keeping, sewing machinists and of course - housewife.

NEW OPPORTUNITIES:

Looking back into the last decade, it is now very obvious that new opportunities have definitely come up for our women. With the Tourist Industry introduced into our country, causing a lot of demands on accommodations, amusements, activities or even more and better foods and many other things, most women have now gone into their own means of getting employment.

While some women are being employed in government departments some are employed in hotels or restaurants, either as Manageress, Supervisor or waitress. In some cases, most of these restaurants travel lodges, fashion boutiques, handcraft shops, take-aways and even retail ahops are owned and run by women.

DIFFERENCES AND PROBLEMS:

Although women have equal opportunity as men in employment, there are also instances where women are treated differently either from other women or from men.

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There always the chances of favouritism, jealousy, discrination, victimisation, family nipotism, disparity and political indifferences. This often caused dissatisfaction, dishonesty, disloyal and many others. Somtimes, this leads to losing interest in the job, resigning or transfering to other jobs just for the sake of higher pay and not job satisfaction. In some cases, they migrate to New Zealand or other countries for better and more profitable opportunities.

For married of family women, when this happens, their families suffer or affected. In the case where the husband is not working or probably working but with very low income, or if the husband is dead, the woman has problem in keeping her family going. It is rather sad in a way but then, here in the Cook Islands, most of us have our own lands where we could grow vegetables and sell them or in some cases, we have unseen potentials and skills in handcraft, cooking and sewing. We could put these into better use in order to make ends meet.

SELF EMPLOYMENT:

This is sometimes by choice or by failure to get employment in the government or other areas of employment. Failure to get employment either in the government or public sectors are sometimes due to lack of suitable qualifications. However, with unseen skills in baking and cooking, sewing and handicrafts, these women manage to start up a business for themselves. Other women have interest in growing flowers and rent them out to government offices or some establish themselves in taking care of working mothers babies. Some women help sell their vegetables in the market or cooked foods to sell them around the shops.

Some women use their talents in singing as a means of getting income to meet their home requirements, or for comercial reasons. There are three local bands on the island which involved women, and it is obvious that these women are not only doing it for the sake of getting money, but they are very interested in their singing and they enjoy entertaining people.

GENERAL VIEW:

Most employment in the government require certain qualifications. For those unfortunate women who have no academic qualifications will miss out. However, it is now realised that employment does not always require good academic qualifications but good common sense and the will to get ahead in life. It is not always those women with higher qualifications that are helping with the development of women in the Cook Islands, but rather those who care and are interested to share their experiences with other women, not for the sake of getting paid for their services but merely for the love to help the women of our little nation.

" WOMEN IN EDUCATION AND TRAINING "

The women of the Cook Islands get equal opportunity as men, in Education and Training, and they work together to improve to economy and development of our little nation. However, although they both have equal opportunities, their knowledge or quality is not the same and they don't always agree with each other.

According to old or traditional practice, men are always superior in everything. That is not the case today. The government gives equal opportunities to both girls and boys, young women and young men to be educated and trainied, either locally of overseas.

Our young men and women are getting long term (3 - 4 yrs) education in overseas universities and they also get short and long tern training, both locally and overseas, for the following purposes:

1. Localisation of specialist positions currently held by recruited expatriates;
2. To supply overall manpower requirements based of future developments in identified priority areas such as:
   * fisheries development
   * tourist industry
   * agriculture/forestry processing
   * education advancement
   * health promotion
   * water supply projects
   * low cost housing development
   * energy sources
   * Communition and many others
3. To plan for the replacement of existing economically active Cook Islanders lost through migration, retirement and death.
4. To encourage qualified and trained Cook Islanders to remain or return to the Cook Islands when their skills are needed locally.
4. To ensure that study and training opportunities are granted to suitable Cook Islanders in fields that are of direct relevance to the country's development.

Because of the equal opportunity given to both (men and women) they can be seen working along side each other in the various areas of employment.

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STRATEGY:

The main initiative for overcoming present and anticipated manpower shortages and for achieving objectives overall will be through training Cook Islanders in appropriate occupations. Because of the very small size of the population and labour force and the small numbers required in given occupations, it is not economical to set up formal training institutions for very many types of training. Other alternatives are to send students overseas for specialised or high level courses, or to depend on firms, organisations and Government Department to carry out their own on-the-job training programme.

In addition, it is accepted policy that each organisation will identify a suitable local person who will be trained to eventually replace outgoing persons. Unfortunately, this practice is often affected by migration, or internal movements necessitated by changes in priority and/or unforeseen shortages in other critical areas.

Education and training to meet manpower planning requirements based on the objectives relevant to women's development is the responsibility of those persons with expertise and experience in the training of women. The Department of Internal Affairs is responsible for organising and conducting training programmes for women, where they could utilise those expertise and experiences of those trained for woman's development.

TRAINING FACILITIES WITHIN AND OUTSIDE THE REGION

The Cook Islands, with a population of 18,000, is not in a position to sustain a major education and training institution outside the secondary school level. For this reason the country is entirely dependent upon training facilities within and outside the region.

Generally, the Cook Islands is indebted to the institutions, and other organisations, for providing our women all the necessary opportunities to attend the various women's workshops, seminars and meetings, which really help with our various women's training programmes here. With lack of facilities we shall continue to be reliant upon these institutions/organisations providing opportunities for regional women.

EXTERNAL ASSISTANCE MEETING TRAINING NEEDS

In the Cook Islands situation, without external assistance the training programme for women would be minimal. It is our view that external assistance is most beneficial in three areas:

1. SHORT TERM COURSES:

The number of Cook Islands women that are given opportunity to attend short term courses is quite significant and programmes relevant to our national planning and development are without exception supported and paticipation is keenly sought subject to the availability of external funds.

There is much value in attending such courses provided the selection process by home countries is in accordance with the criteria stipulated by the course organisers. However, the cost is significant and the expenditure involved in launching the variety of courses available must cause some concern to the funding authorities. In addition, the benefits of attendance may well be lost if home countries do not institute a follow up programme to monitor the performance of participants on their return.

The continuation of aid agencies to fund short term training programmes for women is vital to our women's development programme.

2. PRACTICAL ATTACHEMENTS:

Our Women's Development Centre has conducted practical attachment locally, where women from the outer islands and even one girl from Nuie, came down to Rarotonga and worked with our Women's Development Officer for a couple weeks or months. This was mainly in the Handicraft area. In conjunction with formal programmes, much benefit has been gained from attachment to available/identified organisations. Such experiences could not be gained through formal courses. There are other areas where attachements of a similar nature would have much benefit and the effect on improving the woman's work performance and abilities re immediate.

3. IN-COUNTRY COURSES

IN-COUNTRY COURSES:

Because of limited funds to organise training courses for our areas of need, it is necessary to request assistance from available funding agencies for in-country courses.

In the past four years, courses conducted locally with external assistance have included:

(a) Women in Small Business Management
(b) Women in Health
(c) Women in Community Development
(d) In-come Generating Projects for Women
(e) Wood-burn/Charcoal Stove Demonstration

Further programmes have been planned and assistance will be sought from available sources.

The ability to continue the in-country training is related to funding and assistance by aid agencies is essential. It is considered that this form of assistnace has many advantages over the overseas courses is some aspects and the planning is for increases in in-country training providing there is available funds and suitable trainer in our fields of need.

RECOMMENDATIONS:

1. That a Regional Coordination Body for the Non-Government-Organisation be considered or established, to look into matters related to NGOS, in terms of obtaining financial assistance for in-country training courses, in collaboration with the South Pacific Women's Resource Bureau.
2. This NGOS Regional Coordination Body, in collaboration with the PWRB coordinate all NGOS, and plan training programmes related to each country's need;
3. That this Body and the PWRB organises Communication Programmes for women and advice participating countries in plenty of time. Past programmes did not give women concerned much time for preparation for radio or PEACESAT LINK Programmes.

" PACIFIC ISSUES "

As a NGO representative at this meeting, I will base my report on my own knowledge of what is happening or what I have heard being reported on these different issues. I am reluctant to commit myself to speak on what our intends to do about certain issues. I would leave that to my colleague in the government to report on government plans.

1. PEACE:

Cook Islanders are peaceful people therefore I can't really see how this can be a problem to us. However, we are Pacific Islanders and one people therefore, it is only fare that we also contribute to the plans of maintaining peace amongst our people.

We are very much aware of the campaigne coming through the Green Peace and Tribune Newsletter, to find ways and means of trying to make peace with those countries causing discomforts for our people. This is a rather broad issue and because we haven't really experienced the problems of wars and pollution from Nuclear waste in the Pacific is hard for me to make comments on that. It is not that we are not concern about the effect of these problems affecting other countries.

2. MIGRATION:

Migration is both good and bad for our country, our people and some of our women.

It is good to the country because some of the peole migrating to the Cook Islands have the expertise to help with the development of our little country. It is also good for our people in giving employment opportunities for some unfortunate or unemployed people. Frome especially those who come here and build businesses and employ locals to work for them. Some of them get married to our local girls and thus helping them with their family budgets. (This is merely talking about good migrants)

PROBLEMS:

When they get too friendly with our local people or women, they take advantage of our Cook Islands hospitality and either parasite on some poor families and cheat them out of either their homes, their lands or other things.

Also, because they are more advanced in technology they cheat our local people our local people in the better paid jobs or they get better chances to employment.

Some of them get our young girls pregnant and then they leave them to raise that chil alone or it will be a burden on that poor girls family.

3. TOURISM:

It is good because it helps with the economy of our country. Tourisb-Industry is the major and most profitable economical source for the Cook Islands.

It is bad in a way that it affects our customs, our culture and the life style of our people but most especially our young men and women. They introduced playing sports on Sundays wearing indecent clothes around town or in church, and like migrants, they also cheat our people in getting free lifts on cars and trucks, withour having to pay for their fares. Some even check out of their hotels to live in local homes with low cost or free boarding and meals.

INDEPENDENCE:

I can never see the Cook Islands being totally independence.

We do not have all the resources required to be totally independent. I am aware of our government's attempt to protect our fishing rights, and the churches appeal to our culture or traditions from tourism, migration and other outside influences like the Nuclear Waste Dumping in the Pacific.

We may be able to provide our own timber if the government's plan on afforrestration. In terms of foreign aids for other development projects, we will still depend on outside aid.

COMMUNICATION:

All means of communication can be effective provided every body is aware of any programme coming either in the radio, on the telephone or the PEACESAT. Newsletters is another very effective means of communication, but sometimes they are sent to the wrong people and so they do not get to the women. It would be helpful if video tapes of film strips can be used for another means of communication and teaching aid.

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It would be necessary if all be done either on radio or telegraphs and then follow up by letter or any other written document. This can go on the record and can be refered to in the future.

If its a matter of requiring governments recognition, or approval, it would be more appropriate if the government concerned be informed by the incoming correspondence.

RECOMMENDATION:

Pacific issues affecting not only the women's lives be discussed in all programmes such as Workshops, Seminars or training courses for women, so that, they could be made aware to more women who have had no chance of attending meetings as big and as important as this. More women must be given the chance to speak for themselves and give their views on the Pacific issues.

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PACIFIC WOMEN'S NON GOVENRMENTAL
ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

REPORT ON THE STATUS OF WOMEN

Paper presented by the Northern Mariana Women's Association

Table of Contents

Introduction I

Legal Status of Women II

Employment III

Education and Training IV

Health V

Recommendations VI

Exhibits VII

INTRODUCTION

According to the 1980 census, The Commonwealth of the Northern Mariana Islands (CNMI) is composed of 16,780 people living on 15 small islands which stretch for over 400 miles from just north of 14 degrees north latitude and are located between 144 degrees east and 148 degrees east longitude. Our islands are divided into four municipalities, of which Saipan is the largest and most populated. Saipan is a 47 square mile island with a population of 14,549. The second most populated island, which is also the only island in its municipality, is Rota. Rota has 1,261 people living on it. The third municipality is Tinian, which has 866 people living on its islands of Tinian and Aguigan. The remaining eleven islands make up the municipality of the Northern Islands, which has total population of 104.

The governmental structure of the CNMI is patterned after that of the United States and is a republican form of government. It has an executive branch headed by a Governor, under whom there are thirteen departments for the administration of government services. It has a bicameral legislature, with a House of Representatives and a Senate. We have 14 Representatives and 9 Senators. We have a judicial branch, with one Chief Judge and two Associate Judges. Our legal system is based on western concepts of law. Many of our laws mirror U.S. law, but provisions have been made to maintain aspects of our customary law.

The CNMI is a melting pot for different cultures. Spanish, German, Japanese, and Filipino people, to name just a few, have contributed to the rich culture that now prevails among the Chamorro and Carolinian people of the Northern Mariana Islands.
The Northern Marianas have been a colony of first the Spanish and then the Germans. This was followed by Japanese rule and finally American rule, the latter under a United Nations Trusteeship. Throughout the past 485 years of foreign rule, the Chamorro and Carolinian people have maintained their cultures with varying degrees of

success. These influences have had their impact on the status of today's CNMI women.

In the past, when a formal educational process was not in existence, women learned only the trades that were associated with women, such as cooking, rearing children, weaving, etc. The menfolk, on the other hand, were only taught trades associated with men, i.e. canoe building, fishing, farming, etc.

With the advent of the public school system, women did participate in formal education, but to a very limited degree. Throughout the Japanese occupation of the Mariana Islands, from 1921 to 1944, most women's formal education ended with the completion of the sixth grade. During that same time period, not one woman was ever sent abroad for higher education. Only in the early 50's, after World War II, did women in the Marianas start to share those few positions previously occupied only by men.

Limited educational opportunities, however, were not the only forces that blocked the advancement of women in the Mariana Islands. Another big factor was the culture. For example, in the Carolinian culture, it was a taboo for a woman to stand up and speak in a public meeting or at any social gathering. It was then the Carolinian culture and belief that matters pertaining to government were to be left in the hands of the menfolk. It was unheard of for Carolinian womenfolk to hold top level positions. These practices are, fortunately, becoming facts of the past.

The Department of Education presently employs more women teachers than men. More and more young women are going abroad, to the U.S. mainland, Hawaii, Japan and many other places, to further their education. In the last decade, more than a dozen of our bright young women have sought and been elected to the legislature and other top government positions.

Despite this progress, we have a long way to go. We currently have no women in any CNMI cabinet positions, nor do we have any women legislators. And recently, only four women applied for nomination papers to run for 24 Constitutional Convention delegate positions.

The Northern Marianas Women's Association is dedicated to ensuring that the 1995 report on the status of women in the CNMI will boast of women leaders in governmental, educational, business, agricultural, and scientific affairs, as well as artistic, cultural and family endeavors.

The Northern Marianas Women's Association was formed in 1975 by women who wanted to join together to discuss, publicly comment upon, and act upon, issues of concern to the people of the world in general and to women of the CNMI in particular. In preparing this report we have been able to focus our attention and energies on problems which face women in general as well as those which are unique to us as women citizens of the Commonwealth. But this report is just a starting point. We found that even among ourselves, we differed on the reasons for our less-than-satisfactory progress. For example, in attempting to draw conclusions from our statistical information, we found we had varied opinions on the degree to which women remain primarily in traditional "women's" jobs or work at home. We also discussed why we are culturally restricted; educationally restricted; psychologically restricted; and economically restricted. We discussed the extent to which we are unrestricted and freely choose whether to take advantage of very real opportunities that do exist. In short, we concluded that first we must take responsibility for the role we, as women, play with regard to the rate at which change occurs, and then accurately analyze the barriers that might exist to slow our progress.

Another valuable lesson learned while preparing this report is the need for accurate and readily available statistical data. We had great difficulty gathering much of this information. Many government statistics simply do not exist, or if they do, they are not broken down into male and female categories. Thus we are unable to document some important problem areas which we believe are very serious, such as teen-age pregnancy and teen-age suicide.

So for all we have learned, there is much more information we need and much more work to be done. We have prepared a list of recommendations, which you will find at the end of this report. This is only a partial list, in part due to the time constraints of preparing this report as well as the lack of certain types of information. We also realize the need to expand our membership, as we can never have too many women working on these issues of concern to us all.

In the Commonwealth of the Northern Mariana Islands the legal status of women is very favorable and efforts are continually being made to improve that status. As in many parts of the world, however, in both industrialized and less developed nations, the CNMI laws and the enthusiasm with which they are enforced are a mixed bag of both good and bad factors.

On the favorable side, the CNMI is very progressive in the area of constitutional guarantees of equal rights for women, surpassing even industrialized nations such as the United States. Our Constitution already provides that our citizens cannot be subjected to unequal treatment because of their sex. Section 6 of Article I of our Constitution provides that women are truly equal in the eyes of the law. That Section provides:

> No person shall be denied the equal protection of the laws. No person shall be denied the enjoyment of civil rights or be discriminated against in the exercise thereof on account of race, color, religion, ancestry or sex.

This position is reiterated throughout our laws. For example, in the laws creating the Civil Service Commission, the CNMI law provides that, in achieving the purposes of the enabling act:

> ...it is the policy of the Commonwealth that the personnel system hereby established be applied and administered in accordance with the following merit principles:
> (a) Equal opportunity for all regardless of age, race, sex, religion, political affiliation or place of origin.
> (b) ....

1 CMC § 8102.

As further evidence of the favorable position of women in the CNMI, the Northern Marianas Women's Association would point to our law regarding the appointment of citizens to Boards and Commisions. In 1 CMC § 2901 (g), the CNMI Code provides:

> Every board or commission shall have at least one female member, at least one member who is of Carolinian descent, and at least one member from each senatorial district.

All of this, of course, looks very good on paper. But, unfortunately, some of it does not filter down into actual practice. Some of our rights do not even get past additional legislation. For example, of the more than forty boards and commissions which § 2901 purports to require to have women members, at least four are "relieved" of this requirement by the legislation establishing those particular boards. One such law is 1 CMC § 412, which establishes the Commonwealth Hall of Fame Commission. Despite the legislative finding in § 411 that "men and women, young and old, indigenous and non-indigenous..." people have "contributed to making what the Commonwealth is today", that same legislature exempted this Commission from complying with the provisions of Section 2901 (g) specifically. The Northern Marianas Women's Association is unable to explain this discrepancy, but we will be looking into it.

Another example of the mixed bag regarding women's legal status can be seen in our criminal laws. One of our definitions of first degree murder includes "[O]ne that occurs during the perpetration or attempted perpetration of...rape,...or any sexual abuse of a child." 6 CMC § 1101 (a)(3). Thus, no premeditation need be proved. Similarly, "sexual contact with another without the other person's consent" is clearly defined as assault. 6 CMC § 1201 (a). Rape is a separate and more severly punished crime. Rape of a spouse is also clearly set out as a separate crime, thus acknowledging as a crime a violent act which some U.S. states still do not define as such.

However, the definitions of rape of a spouse are severely limited. There are only three situations in which the law will recognize rape of a spouse. One is where the husband assists a third person in raping the husband's wife. The second is where the parties are married but separated. In addition to being separated, the law requires that one of the parties must have already filed for divorce or annulment. If the woman has not already taken that additional step, the husband is not guilty of raping her, under that second criteria. The third basis for finding a husband guilty of raping his wife is when the wife suffers serious bodily injury or psychological injury as a result of the rape. 6 CMC § 1302. Again we find laws looking very good at first glance, but being very deficient upon close examination.

Currently there is no law in the CNMI which prohibits prostitution. However, prostituion is a culturally foreign concept which has been imported to us, so this may account for the lack of legislation in this area.

In the area of civil laws, the CNMI legislature is currently considering two pieces of legislation which are of particular importance to women. These concern battered women and child support. The latter would provide an easier mechanism for collecting child support monies and distributing them to the appropriate women. The monies would be collected by the court, rather than women having to track

64

down their husbands every two weeks to collect the money the women are entitled to. It should be noted that some women will forego these monies rather than deal with their ex-husbands or ex-lovers, particularly when there has been battering in the relationship.

The second piece of legislation referred to above would provide assistance for people who find themselves in battered home situations. This bill provides for a Court-ordered restraining order and allows a person to force the batterer to leave the home. Thus a woman can be safe from physical violence without having to give up her home. The bill also provides for the Court to order the batterer to pay child support to the woman while the restraining order is in effect. The major contribution of this bill is that it is available to all people, so that unmarried women, children and parents can receive help from the courts and the police. Another major advantage of the bill is that married women do not have to start a divorce action in order to get the restraining order. Under current law, the restraining order is only available if one starts some other legal action. For married women, this has always required a divorce action. Frequently, it is difficult enough for a woman to bravely decide to get out of a battering situation without making a decision to totally give up hope of ever being able to have a healthy relationship with her husband. She should not have to make this choice. This bill lets her take things one step at a time.

The Northern Marianas Women's Association has recently learned of the availability of monies for the provision of battered spouse shelters and the needed counseling services to go with them. Both of these, despite the best efforts of Catholic Social Services and the

CNMI Division of Youth Services, are sorely lacking at this time. Our membership is dedicated to pressing our government to apply for these funds and to responsibly utilize those funds to provide safety to women while they try to repair their families. Additionally, for the relationships which cannot be repaired, the safety of a shelter can be offered to women dealing with the difficult emotional stress of the breakup of their families, in addition to the physical and legal dissolution of the relationships.

Another aspect of the impact of women and the legal system on each other is reflected in a nation's laws regarding abortion and birth control. Although there are no CNMI laws restricting a woman's right to control her body when it comes to these issues, and although the Public Health Department is doing a lot to inform people about contraceptive options, there are very real practical limitations to to a CNMI woman's right to abortion. Delfina Manibusan, Head of Family Planning in the Department of Public Health, informed our association that a woman, no matter how insistent, cannot find a doctor in the CNMI who will perform an abortion for reasons other than medical necessity. These women are routinely referred to Guam for abortions.

The CNMI also ensures that men are responsible for the children they father, even when there has been no formalization of the relationship. Through paternity suits, men are declared to be fathers of their children and are ordered by the court to pay support to the mother to assist in paying the expenses of raising the child. Currently, such suits are processed through our court system on the basis of common law, meaning we have no specific statute authorizing paternity suits but the right to pursue such an action has been recognized and enforced by our courts over the years. Legislation is currently pending to create a statute regarding paternity actions.

EMPLOYMENT

In the Northern Marianas, women still do not enjoy the same employment status as men. This is in spite of the fact that the Constitution and other laws prohibit discrimination on the basis of sex and provide women with the right to equal protection of the law.

Some progress, however, is being made as more and more women attain education beyond the elementary level and join the labor market.

Based on the results of a recent survey conducted by the Statistics Division of the Department of Commerce and Labor, the Commonwealth of the Northern Marianas had a total civilian non-institutional population of approximately 17,080 for the islands of Saipan, Tinian and Rota as of July 1984. While we were unable to get 1984 statistics on the number of women in the total population, in 1980 women made up 47% of the CNMI population.

Of the more than 17,000 people, there were 4,755 employed. We could not obtain the statistics to show how many were women.

In the above survey, a person was considered employed if, during the survey week, (a) the person did any work for which he/she got paid or worked 15 hours or more as an unpaid worker in a business operated by a family member; or (b) even if the person was not presently working, had a job or owned a business from which he was temporarily absent.

Of employed women, 731 work for the government sector.

An analysis of the most current personnel listing of the CNMI Government reflects that, as of February 28, 1985, there are 585 women employed as civil service employees in the government sector. There are an additional 146 women employed by the government as contract employees. Thus of the 2,067 people employed by the CNMI

Government, 731 or 35.37 percent, are women. The Breakdown of women civil service employees is as follows;

a) 73 women in the occupational group for administration, management and allied classes;

b) 156 were in the clerical and machine operations grouping;

c) 200 were in education and social services;

d) 107 were in public health, medical and allied classes;

e) 0 were in agriculture and allied classes;

f) 0 were in engineering;

g) 7 were in public protection and allied classes;

h) 28 were in labor, custodial and domestic classes; and

i) 1 was in trades, crafts and equipment operations.

The unemployment rate for the Northern Mariana Islands(inclusive of Saipan, Rota and Tinian only) was 11.74 percent, or 633 of the total 5,388 that constitutes the labor force. The survey results were not available regarding what percentage of the 633 unemployed were women.

In the survey conducted, an individual was considered unemployed if he/she did not work during the survey week, made specific efforts to find employment within the last four days and was available for work during the week of the survey.

As shown in Exhibit A, Part I of the Personnel Service System Regulations, it is the policy of the Government of the Northern Mariana Islands to provide equal employment opportunities to all, regardless of their age, race, sex, religion, handicap, political affiliation of place of origin. Women, therefore, have the mechanism in place to protect them should there be discrimination against them in terms of employment.

But while there has been an equal employment opportunity policy in place since the installation of the new government in January 1978, there are presently no women in any of our cabinet-level positions. The constitutional government of the Northern Mariana Islands was established in January 1978. About a year later, P.L. 1-8 was signed into law, establishing thirteen (13) principal departments in the Executive Branch. However, all of the departments are presently headed by men.

Although the employment policies of the CNMI do not discriminate against women, it is still easier for men to be employed or promoted than women. Such factors as children and pregnancy are reasons for this.

The Personnel Service System Rules and Regulations, which became effective November 25, 1983, provide, for the first time, maternity leave for public sector employees. Such leave is granted a female in a permanent position who is absent from work because of confinement for childbirth; leave is not to exceed ten (10) days, including the date of childbirth. Paternity leave is also available for fathers.

Part IX of the Personnel Service System "Training and Employee Development" provides for equal access for both men and women to training opportunities in the public sector. (See Exhibit B). Though that may be the written policy of the CNMI Government, information gathered on our training and employee development programs shows that only about one third (1/3) of the approximately 800 that have been trained in less than two years are women.

While statistics seem to indicate considerable disparity in the employment of women in view of our representation in the population as a whole, cultural perceptions and expectations may play a role in the explanation of this phenomenon. In our discussions there were many and varied opinions as to whether women were being discriminated against, or whether women were freely choosing to work at home and in other traditional women's occupations.

EDUCATION AND TRAINING

The Constition of the Northern Marianas established the Board of Education to formulate policy and exercise control over the public school system through the superintendent. The Board consists of nine (9) members, three (3) of whom are women.

Educational opportunities for women in the Commonwealth have improved tremendously over the last ten (10) years. The attitude of parents toward girls going into secondary and post-secondary programs has changed drastically. Parents are now more eager for their children to pursue higher education, without putting restriction on their girls.

We were unable to get the statistics for the number of who graduated from high school 10 years ago. However, in school year 1983-84, there were 119 girls and 122 boys who graduated. We believe this does indicate a positive trend for women in secondary and post-secondary programs.

The educational system in the Northern Marianas is patterned after the U.S. educational system. There are nine (9) elementary schools, three (3) high schools, and one(1) post-secondary institution. For school year 1984-85, the public school system has a total of 294 teachers. The ratio of students per teacher is 16 to 1. There are 138 women teachers. Women play an important role in the educational system of the Commonwealth, but there is a need for improvement in the school administration. Out of the eleven (11) positions for school principal, there is only one woman principal. According to a school official, discrepancies exist because no women applied for the positions when they were vacant. "The demand of the job of a principal is too great for a woman with a family," according to a school official. He added that women feel that the job is too demanding. At present, there are women vice-principals in almost all of the schools. This is very significant. The opportunities for women to advance in school administration is great.

The Northern Marianas College was established in 1979. The first president of the college is Agnes McPhetres, a woman of great achievements. She is doing a terrific job in establishing the credibility of the college. The CNMI College is a candiate for accreditation by the Western College Association. More women are pursuing degrees in business administration/management, accounting, computer science and other non-traditional careers. There were 19 women graduated and 22 men graduated from the CNMI College in 1984. In the spring and fall enrollment there were 431 women out of the total of 649 students.

DESCRIPTION OF HEALTH

The Department of Public Health and Environmental Services is one of the CNMI government agencies responsible for the general care of our people. There is one main health facility, Dr. Torres Hospital. There are also several dispensaries located in each of the villages. A component of the hospital is the public health center, which serves as an out-reach agency to the general public. The well-baby clinic, and prenatal and family planning services are a few examples of the scope of activities of the Public Health Center.

The Department of Public Health and Environmental Services is headed by Dr. Jose Villagomez, who is a local doctor assisted by approximately 18 doctors and medical practitioners. There is only one local woman doctor out of 4 women doctors at the hospital.

According to hospital personnel, the nursing profession is having extreme difficulty recruiting and training local nurses. The lack of appeal to local students has baffled administrators and has caused frustration. This situation has gone from bad to worse. Last year it was necessary to hire nurses from the Philippines. The shortage of local nurses is one of the major concerns of the Department of the Public Health and Environmental Services om providing adequate health care to women. Other concerns focus on the health of women in the CNMI.

According to the Annual-Implementation Plan prepared by the Commonwealth Health Planning and Development Agency, the priority health issues are:

1. Promotion and Detection of Maternal and Child Health
2. Prevention of Infection and Parasitic Diseases
3. Health Promotion and Nutrition Education

Prenatal care is a very important part of the childbearing process. With no prenatal care, an island mother is three times more likely to have a low birth-weight child. The chance that an infant will be of low birth-weight, with an increased risk of development problems and perhaps death, is in direct proportion to lack of early, regular, quality prenatal care.

Data from 1978 to 1982 indicates that almost all CNMI mothers receive some type of prenatal care. The problem is that many mothers do not receive any prenatal care until the last three months of pregnancy. The percentage of women receiving prenatal care by trimester from 1978 - 1982 is displayed in graphic form in Exhibit C.

Prenatal care plays a very important role in Commonwealth births because of the high number of high risk births and the high infant mortality rate. It is estimated that 80 percent of all women at risk of having low birth-weight infants could be identified at the first prenatal visit and action could then be taken to reduce the risk. The Northern Marianas Women's Association plans to actively encourage pregnant women to seek prenatal care during the first trimester, for their well-being and that of their child.

Due to numerous cultural and religious barriers to the concept of family planning in the Northern Mariana Islands, this program has remained relatively "low key' and "historically has consisted mainly of providing services upon request and providing family planning education on an individual basis," according to the Commonwealth Health Planning and Development Agency's annual report. Even though the subject of family planning or birth control is still very delicate and sensitive in the CNMI, the program has gained public interest and the need for such services is now more widely known and accepted. During the last couple of years, Public Health nurses have even ventured to publicize information at the high school level. But basically the information is geared toward the spacing of children for the health of the mother and child, rather than toward the limitation of family size and the prevention of unwanted births. The incidence of non-sterile abortion is very minimal in the CNMI. Women wanting an abortion are being advise to have it done outside the CNMI. Due to the sensitive nature of this subject the report will elaborate no further.

Although we were unable to locate statistical data on the incidence of teenage pregnancy, we do view this as a problem in our Commonwealth. We have been informed by public health officials that more unwed teenagers are asking for and receiving contraceptives. Similarly, our members noted that teenage suicide is a serious problem. Again, however, we were unable to come up with statistics about this concern.

RECOMMENDATIONS

As a result of preparing this report we have been reminded of problem areas on which we wish to refocus our attention. We make the following recommendations to ourselves as areas in which we need to elicit favorable governmental and private sector responses. We recommend that the Northern Marianas Women's Association work alone or in concert with interested groups and individuals to:

1. Ensure that all Boards and Commissions fully comply with 1 CMS § 2901, requiring at least one woman member on each Board or Commission.
2. Encourage passage of the child support enforcement bill currently pending in the CNMI legislature.
3. Encourage passage of the battered spouse bill currently pending in the CNMI legislature.
4. Demand the establishment of a battered spouse shelter and the counseling services needed to fully deal with the problems of families experiencing abuse, whether physical, sexual or psychological.
5. Make prostitution illegal in the CNMI.
6. Investigate pay scales and follow through on the results to ensure all people are paid on the basis of comparable worth.
7. Develop a non-government women's bureau with sufficient funding and expertise to 1) refer women to placement services for our women graduates, 2) train our women to establish private businesses, 3) know of or award fellowships for management positions for women, 4) suggest day care facilities, and 5) know of or award scholarships and other resources to enhance the educational and employment opportunities for women.
8. Promote women candidates for elected and appointed government positions.

EXHIBIT A

PERSONNEL SERVICE SYSTEM REGULATIONS

PART I
PURPOSE AND SCOPE

1.1 PURPOSE.

These Regulations implement the provisions of the Commonwealth of the Northern Mariana Islands Public Law 1-9, and subsequent amendments thereto, which establishes a Personnel Service System in the Executive Branch of the Government of the Commonwealth of the Northern Mariana Islands.

1.2 POLICY.

It is hereby declared to be the policy of these Regulations to establish a system of personnel administration based on merit principles and generally-accepted methods governing the classification of positions and the employment, conduct, movement, and separation of public officials and employees.

It is also declared to be the purpose of these Regulations to build a career service which will attract, select and retain the best-qualified civil servants on merit who shall hold their offices or positions free from coercion, discrimination, reprisal or political influences, with incentives in the form of genuine opportunities for promotions in the public service, to provide competent and loyal personnel to render impartial service to the public at all times, and to render such service according to the dictates of ethics and morality. In order to achieve these purposes, it is declared to be the policy of the Commonwealth that the personnel system hereby established be applied and administered in accordance with the following merit principles:

A. Equal opportunity for all regardless of age, race, sex, religion, handicap, political affiliation or place of origin;
B. Impartial selection of the ablest person for government service by means of competitive tests which are fair, objective, and practical;
C. Just opportunity for competent employees to be promoted within the Service;
D. Reasonable job security for the competent employee;
E. Systematic classification of all positions through adequate job evaluations;
F. Fair and reasonable grievance procedures for all employees pertinent to condition of employment; and
G. Proper employer-employee relations to achieve a well trained, productive and happy work force.

1.3 COVERAGE

These Regulations apply to all employees and positions in the Executive Branch of the Commonwealth of the Northern Mariana Islands, and all personnel services performed for the Executive Branch, with the following exceptions:

BEST COPY AVAILABLE

A. The System shall apply to all employees of and positions in the Commonwealth Government now existing or hereafter established except the following:

(1) Employees and positions covered by the United States Civil Service System, until and unless exempt by the United States Office of Personnel Management or by United States law;
(2) Persons or organizations retained by contract where the Personnel Officer has certified that the service to be performed is special or unique and nonpermanent, is essential to the public interest, and that because of the degree of expertise or special knowledge required and the nature of the services to be performed, it would not be practical to obtain personnel to perform such services through normal public service recruitment procedures;
(3) Positions of a temporary nature needed in the public interest where certified by the Personnel Officer and when the need for the same does not exceed ninety (90) days; provided, however, that in the event of a major disaster declared by the President of the United States or a disaster declared by the Governor, the Personnel Officer may extend the 90-day period for a maximum of an additional one hundred eighty (180) days for positions engaged in relief, repair, or rehabilitation as a result of such disaster;
(4) Household and domestic employees at the official residence of the Governor;
(5) Election inspectors, election clerks, and other election employees;
(6) Persons appointed by the Governor to fill the Executive positions;
(7) Positions specifically exempt by any other law of the Commonwealth;
(8) Personnel presently under contract of employment not included in Paragraph 2 of this subsection during the life of such contract. No contract of employment shall be entered into, renewed, or amended after the effective date of Public Law 1-9, except subject to the provisions hereof;
(9) Any position involving intermittent performance which does not require more than forty (40) hours in any one (1) month;
(10) Positions of a part-time nature requiring the services of four (4) hours or less per day but not exceeding one (1) year in duration; and
(11) Positions of a temporary nature which involve special projects having specific completion dates which shall not exceed one (1) year.

B. The Personnel Officer shall determine the applicability of this Section to specific positions not expressly covered by the Commonwealth of the Northern Mariana Islands' Public Law No. 1-9, as amended.

1.4 SCOPE.

These Regulations cover all aspects of personnel management and administration, including but not limited to development and promulgation of personnel policy, staffing, position classification, employee relations, employee development and training, employee benefits and services, incentives and awards, performance evaluation, employee health services, employee safety and accident prevention, labor-management relations, personnel management program evaluation, and records and reports. Each of the foregoing elements is presented in detail in subsequent parts of the Regulations. Procedures developed by the Personnel Officer for the implementation of these regulations appear as manuals hereto.

1.5 ELIGIBILITY FOR EMPLOYMENT.

It is the policy of the Commonwealth of the Northern Mariana Islands that the personnel system shall be applied and administered according to the principle of equal opportunity for all Commonwealth of the Northern Mariana Islands and United States Citizens and Nationals regardless of age, race, sex, religion, political affiliation or belief, marital status, handicap or place of origin.

EXHIBIT B

B

PERSONNEL SERVICE SYSTEM REGULATIONS

PART IX
TRAINING AND EMPLOYEE DEVELOPMENT

IX.1 POLICY.

Insofar as appropriate training increases workers' effectiveness in jobs; improves morale, decreases labor turnover, prepares new employees to do jobs for which they are not trained, provides an effective means of screening and placement, and prepares employees for filling responsible jobs, and upward mobility; and insofar as it is a major commitment of the Government to train and develop a viable Personnel Service System workforce within the Commonwealth of the Northern Mariana Islands, it is, therefore, in keeping with Commonwealth of the Northern Mariana Islands policy and the intent of Commonwealth of the Northern Mariana Islands Public Law 1-9, as amended, that the following policy be reiterated:

"It is hereby declared to be the purpose of this Act to establish a system of personnel administration based on merit principles and generally-accepted methods governing the classification of positions and the employment, conduct, movement, and separation of public officials and employees.

"It is also declared to be the purpose of this Act to build a career service which will attract, select and retain the best-qualified civil servants on merit who shall hold their offices or positions free from coercion, discrimination, reprisal or political influences, with incentives in the form of genuine opportunities for promotions in the public service, to provide competent and loyal personnel to render impartial service to the public at all times, and to render such service, according to the dictates of ethics and morality. In order to achieve these purposes, it is declared to be the policy of the Commonwealth that the Personnel System hereby established be applied and administered in accordance with the following merit principles:

"A. Equal opportunity for all regardless of age, race, sex, religion, political affiliation or place of origin;

"B. Impartial selection of the ablest person for government service by means of competitive tests which are fair, objective, and practical;

"C. Just opportunity for competent employees to be promoted within the Service;

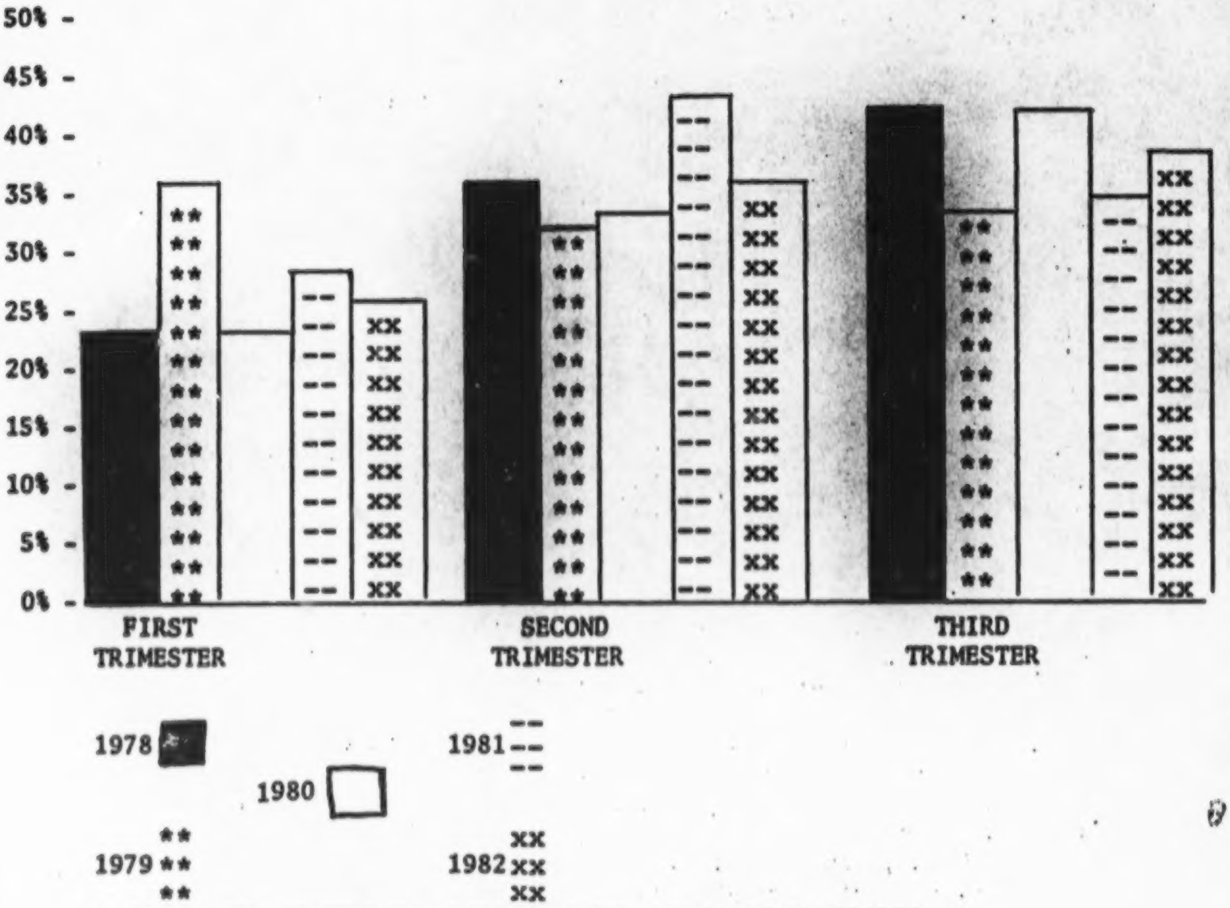
"D. Reasonable job security for the competent employee;

"E. Systematic classification of all positions through adequate job evaluation;

c

EXHIBIT C

FIGURE IV-6
PERCENT OF FIRST VISITS TO PRENATAL CLINIC BY TRIMESTER
SAIPAN ONLY
1978-1982



SOURCE: DR. TORRES HOSPITAL MONTHLY STATISTICAL REPORTS

NGO/WP.12
18 March 1985
ORIGINAL : ENGLISH

PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENT ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

Country Paper - Niue

COUNTRY REPORT

FROM: Mrs Lapati Paka, Niue Womens Representative

TO: The Meeting of Pacific Women, Rarotonga, Cook Islands

DATE: 19th - 27th March 1985

SUBJECT: Niue and the role of Women

FACTS: Niue is a small internally self governing island state in the South Pacific, situated at 90° latitude south and 169° longitude west.

The island, with a land area of 260 sq km, is an isolated upraised coral atoll which by far, is the largest and the highest one of its kind in the world. Subjected twice to massive natural forces in prehistoric times, the land was projected to a height of 64m above sea level at its highest point and 20m at its lowest point. A major fault line exists, extending in a north/south direction through the western side of the island.

Climatically it is hot with a mean annual temperature of 24.7°C and an average annual humidity of 79.7%.

The rainy season begins in November to March with the prevailing south east trade winds making the winter months cool and dry. Average annual rainfall is 887mm though extended periods of drought have been experienced, the most recent for 16 months was in 1982/83.

Located right in the hurricane belt, gale force winds, tropical storms, hurricanes and cyclones periodically hit the island causing widespread damage to buildings and property.

As there was no recorded evidence to indicate first settlement, Niue was believed to have been settled and populated by seafaring Polynesians from Pukapuka, Samoa and Tonga in and around the fourth century AD.

First contact with Europeans took place in 1774 when Captain James Cook discovered Niue. Following the return of the Niuean evangalist Peniamina in 1846, administration and management of affairs was largely under Missionary control. British protection eventuated in 1901 with New Zealand administration and management until internal self-government with free association with New Zealand in 1974.

Niueans are Polynesians, New Zealand Citizens and British subjects.

A declining population is only one of Niue's problems. Emigration rather than natural causes is responsible for the decline. Since the opening of the International Airport in 1971 access to New Zealand became easier and quicker. Cheap airfares contributed greatly to the outward flow.

INVOLVEMENT: A majority of the women actively participate in the National Womens Interest Club of which a branch is located in each of the fourteen villages on the island. Membership is open to all women irrespective of age, creed, colour or nationality.

Working programmes vary from one branch to the other but generally and basically the programme of activities include:

* Community health and hygiene promotion, inspection and evaluation in conjunction with the Department of Health.

* Home improvement and landscaping schemes on a competitive basis.

* Community cultural activities, traditional arts and crafts.

* Early childhood education.

* Business management; an exporting handicraft business.

* Food production and preparation.

The mentioned involvements of Niuean women and the role they play is a summarised account focussing on major activities. The women of Niue play a very important contributory role to the island's economy, education, health, agriculture, industry, business, politics, culture and all other aspects of life on Niue.

Whether the role played by women are direct or indirect towards the achievement of self sufficiency, there is every indication to believe that future years will see more women involved in top level decision-making positions in Government.

In conclusion I wish to acknowledge:

1) The sponsorship of the South Pacific Commission of the first ever conducted health survey for all Niuean women in 1983.

2) The support and valuable assistance given by the South Pacific Commission in coordinating, funding and convening this meeting thereby enabling attendance and participation of Women in the Pacific which could otherwise be practically impossible for each regional government to afford. It is my wish and request that this assistance be continued and made available for future meetings of this nature.

FAKAAUE LAHI

NGO/WP.3
19 March 1985

ORIGINAL : ENGLISH

PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENT ORGANISATIONS

Country Paper - Papua New Guinea

BACKGROUND TO WOMEN'S MOVEMENT IN PNG.

The Women's Organisations in Papua New Guinea. grew into a stronger movement between 1973 and the early 1980's. Prior to this period the women's movement was restricted mostly to what the churches were enable to provide. Activities promoted among women's group was oriented to church principles and the subservient domestic roles. Similarly, whatever little attempt the Australian Administration did to help women was oriented to sports, cooking, sewing and other conventional women's role.

It was not until early 1970's when saw the first official recognition was that women in Papua New Guinea were specifically disadvantaged that women's roles in both traditional and colonial society were defined differently from those of men, and that women had unequal access to opportunities and services. The Government's Eight Point Plan adopted in 1973 called for "a rapid increase in the equal participation of women in all forms of economic and social activity." This was reflected in the 7th Aim of the Eight Point Plan.

The recognition of the need to take active steps to translate the Seventh Aim into actual policy measures, a position of Women's Adviser to the Chief Minister was established in 1974. At the same time a Women's Division was created within the Department of Social Development and Home Affairs, an office which was directly responsible for women's programmes. This division now comes under the Ministry of Sports and Recreation, Women and Religion.

1. NATIONAL COUNCIL OF WOMEN

In 1975, PNG celebrated the International Women's Year by holding a national women's convention which was sponsored by the Government. The launching of the National Council of Women was a direct result of this conference. The main objectives of the National Council of Women were:

(a) To encourage and provide opportunities for mutual understanding among women of PNG;

(b) Speak as a voice for women in Papua New Guinea and where appropriate present the views of women to the Government;

(c) Promote understanding and exchange view with regional and international organisations in matters of common concern;

(d) Work in close co-operation with the Provincial Councils of Women and other organisations.

It was assumed that the Provincial Councils of Women and other women's groups would automatically affiliate themselves with the National Council of Women. As it turned out, many of the Provincial women's organisations were hesitant to join the N.C.W. A number of factors was responsible for this:

1. Many of the rural based women's organisations resented the 'top down' approach.
2. The concept and the objectives of the Council was not clear to many women's organisations.
3. The detail on how the NCW was going to operate was ambigious and its relationship and the line of responsibility of the Women's Division in the Office of the Youth, Women, Recreation and Religion was unclear.

Provincial women's groups who felt that they could set up their own provincial councils did so in a rather adhoc manner while, others felt they needed more time to organise themselves and to mobilize their women to accept the concept of Provincial Council of Women. Provinces with internal conflict were not united enough to form Provincial Councils.

Most Provincial Councils of Women were set up with the support of the Government Community Development Officers (Women's Interest Officers). The involvement of these CDO's with the Council later caused conflicts because many of the Provincial Councils felt that after they were established, they resented any more direct government interference.

The programmes jointly conducted by National Council of Women and the Government Women's Division include the following:

(i) Home Improvement and Appropriate Technology Workshops;

(ii) Leadership Training for Provincial women leaders;

(iii) The Village Level Workers Scheme;

(iv) National Conventions/Seminars and International Conferences.

1.2 ASSISTANCE TO PROVINCIAL COUNCILS OF WOMEN

The nature of the NCW's assistance to PWC's include:

(i) Revolving loans from NCW's own financial resources;

(ii) Submitting of financial requests to overseas funding agencies;

(iii) Negotiating for financial assistance through Governments Departments (e.g. Office of Village Development, Department of Community and Family Services, etc);

(iv) Liaising with various government departments for technical assistance in conducting training programmes, assisting women in income generating projects and vegetable growing projects.

The role of Women's Division in the Office of Youth, Women, Religion and Recreation changed after the PWC took over the running of their own organisations and programmes. The Women's Division, now plays an advisory, cordinating and financial co-ordination for all women's government funded programmes.

1.3 NON GOVERNMENTAL ORGANISATIONS

Other women's organisations that have effectively continued to provide programmes for women are the YWCA, Church Women's Groups, Girl Guides and Country Women's Association. The educated PNG women who have not particularly felt part of the ongoing women's organisations now associated themselves with the newly formed professional women's groups such as the Soroptomist International, Professional Women's Group and the University Women's Association. These new groups reflect the needs of professional women whose requirements are not properly accommodated by the established organisations.

2. FUNDING SOURCES TO WOMEN

The main source of funding women's programmes is the Government sources. Government fundings for women's programmes is allocated through the Division of Women whose responsbility is to reallocate the funds as grant in aid to Non Governmental organisations and the National Council of Women. Provincial Council of Women's current sources of fundings comes directly from the Government.

The Government financial assistance towards women's development has mostly come through the normal annual resource allocations to various sectors which is the annual National Public Expenditure Plan (NPEP) system is a process reliant on all government agencies (National/Provincial) submitting projects for consideration. Thus NPEP system has given a flexibility which has enabled planners to direct increased spending towards women. Many projects in the NPEP have both directly and indirectly benefit women.

Perhaps the most important point to make about the NPEP is that "Women's advancement" has been specified as a component of a strategic objective. Women are still relegated to the welfare category, but at least are specifically designated as an objective within that category. The importance of the inclusion of women's advancement in the strategic objective is that annual expenditure on women's projects can be used as a lobbying point by women's organisations (including the NCW), the Office of Women's Affairs, and other departments (such as Commerce) which provide specific services to women.

The initial emphasis of projects for women funded through the NPEPwas one of promoting awareness and solidarity, of providing forums for women to come together to express their views and to exchange experiences and information, and of encouraging the development of a permanent organisational base for women. Two factors were seen as key: the need to provide women with knowledge of and access to services, and the importance of working with existing women's organisations.

The "institution building" programme included funding staff for Women's Affairs Section (in the Department of Community and Family Services), the strengthening of the National Council of Women and some Provincial Councils of Women, and assistance to Women's Clubs in various provinces. Projects aimed at increasing women's economic participation included the establishment of a Women's Project Specialist in the Department of Commerce, and the recruitment of four field officers for women's projects to the Office of Business Development. The 1982 grant of K350,000 is specifically for economic projects for village women setting up mainly poultry, piggery and sewing projects in an attempt to foster income-generating activities for women.

Actual appropriations for projects aimed directly at women from 1979 to 1982 are shown in Table 1. The first projects were in fact funded in late 1978, when K341,000 was allocated but only K205,000 was spent.

TABLE 1

NPEP Allocations for Women

	Total NPEP	General Welfare Objective		Women's Projects		
	(Km)	(Km)	% Total NPEP	K 000	% Total NPEP	% General Welfare Objec ive.
1979	58.8	4.1	7	863	1.5	21.0
1980	117.8	11.2	9.5	709	.6	6.3
1981	147.1	14.5	10	454	.3	3.1
1982	175.4	13.6	7.8	350	.2	2.6

The importance of detailed project formulation and well-argued presentation becomes paramount when submitting projects for funding in the NPEP. Many of the women's projects have had teething problems, and implementation has not been entirely satisfactory. In addition, the formulation of projects has frequently been poor. This makes it difficult to argue with the necessarily cautious (and predominantly male) budget scrutineers for funding. The poorly documented women's project clearly reflect a basic lack of women's skills to formulate projects.

2.1 EXTERNAL FUNDING SOURCES FOR WOMEN

A. International Labour Organisation

International Labour Organisation has provided assistance in the form of project fundings and personnel. The ILO's assistance mostly concentrates on projects which aim at increasing the income generating activities of women.

B. United Nations Development Programme

Assistance have mostly been through project fundings and personnel, in the area of training.

C. Food and Agriculture Organisation

Assistance is in the form of Agriculture extension and nutrition.

D. World Health Organisation
UNICEF
UNFPA
IPPA. These organisations provide assistance in the area of health services to women and children.

3. MONITORING THE SEVENTH AIM

A number of social indicators are currently used to monitor the development and to direct spending under the NPEP to less developed areas and more disadvantaged groups.

Importantly, separate statistics on women have been included in much of the data gathering. The specific statistics being collected to monitor the status and participation of women are:

1. **EDUCATION**

(The total female enrolment at both Primary and Secondary level as a percentage of the total enrolment).

2. EMPLOYMENT
3. POLITICS
4. ABSENTEESM

Information provided by such indicators makes it possible for the women and the government to assess the impact of general development policy and programmes on women or of projects specifically directed to women.

Analysis of the statistics of the post 1975 period has shown some improvement in the position of women, measured in terms of their access to education, employment and participation in public life. The situation of rural women (90% of all women) is of course generally much worse than that of urban women.

4. EDUCATION STATUS OF WOMEN

Primary education in Papua New Guinea is not compulsory. Even if it was, Government available resources would not be sufficient to provide basic primary education for the total 7-12 year age group population. The enrolments increase has a proportion of 7-12 year age group from 55.7% in 1975 to 60.3% in 1983.

TABE 2 (see attached)

TABLE 2

Percentage of Female Community School Students, 1972-1982

Province	1972	1977	1982
Western	37.8	40.8	43.4
Gulf	39.1	39.3	40.8
National Capital)		47.8	46.3
Central)	41.4	42.2	44.2
Milne Bay	41.4	43.0	45.3
Oro	40.0	41.2	43.3
S. Highlands	24.3	29.0	41.6
E. Highlands	22.8	32.6	42.2
Simbu	23.6	35.8	39.3
W. Highlands)		37.7	43.7
Enga)	16.7	24.6	36.5
Morobe	33.6	37.0	39.4
Madang	37.1	37.7	39.4
W. Sepik	33.8	33.0	35.9
E. Sepik	32.2	37.7	41.7
Manus	43.8	44.9	46.9
New Ireland	46.6	45.0	46.1
E. New Britain	43.8	43.9	47.1
W. New Britain	43.8	43.9	45.0
N. Solomons	45.7	45.5	46.6
Papua New Guinea	35.3	38.3	42.8

Source: Bray, M. (1985): "The Economy and Education", Gupta, D. (ed), The Evolving Structure of the Papua New Guinea Economy, A.N.U, Canberra (in press).

This enrolment rates varies according to each province. The well off provinces like the Island Regions have the highest female enrolment rate in Primary schools while the less developed provinces such as the Highlands have the lowest rate. A similar trend is being experienced at Secondary level. Proportionately, fewer girls finish grade 10 than boys. Hoever, attempts are now being made to encourage more girls to go to school. Provinces who in the past had adopted a positively discrimination policy in favour of the enrolment of more females, for example in Southern Highlands Province have increased their female intake from 24.3 per cent in 1972 to 41.6 per cent in 1982.

TABLE 3 See attached

TABLE 3

Wastage between Grades 1 and 6 by Sex, 1971-1983

Year	Grade 1		Grade 6		Retention Grades 1-6	
	M	F	M	F	M	F
1971	27,262	16,309				
1972	26,368	14,932				
1973	30,633	17,337				
1974	27,712	17,433				
1975	32,212	19,700				
1976	31,665	20,768	20,969	10,892	76.9%	66.8%
1977	35,781	23,941	19,176	10,370	72.7%	69.4%
1978	31,806	22,508	22,046	12,416	72.0%	71.6%
1979			19,904	12,159	71.8%	69.7%
1980			21,519	14,627	66.8%	74.2%
1981			21,029	14,062	66.4%	67.7%
1982			23,390	16,063	65.4%	67.1%
1983			21,725	15,427	68.3%	68.5%

Source: Education Staffing and Enrolment Statistics.

It is important to understand that the highest drop out rate of girls at Community school levels and the lowest female enrolment rates, are not of course related in any way to ability. In reflects community attitudes which value women less than men and which relate women to the domestic sphere. The subordinate position of women and their denial of access to public life and economic opportunities may be clearly illustrated by employment statistics and by the low female enrolments at secondary and tertiary institutions.

Unfortunately this trend has not spread to tertiary levels where the percentages of female enrolments have remained below 15 per cent for the two Universities (UPNG and University of Technology) since 1976.

Both low female enrolments at the university level and the specialised areas of discipline popular to women, notably arts and education, are reflected in the low level of participation of women in the work force, and in the form of participation. Predominatly women occupy jobs which conform to conventional views of appropriate female "femine") roles.

TABLE 4

Total Number of Female University Graduates by General Area of Discipline for the period 1976-1981

General Discipline	UPNG, GTC & PNGUT	Total	% Female graduates
Arts	99	434	23
Education	94	490	19
Economics	13	651	2
General Science	24	235	10
Law	9	229	4
Medicine	10	123	8
Dip. in Teaching - GTC	251	918	27
Journalism	33	94	35
Uni. of Technology	51	1066	5

Soruce: National Planning Office, from Office of Higher Education statistics.

In 1981 PNG tertiary institutions have produced only nine (9) female lawyers (4% of law graduates), and ten (10) doctors (8% of medical graduates). Only 5% University of Technology graduates in science and technical fields were women. The latest figures which we have been unable to include in this paper shows that the rate of female university graduates has increased further.

5. EMPLOYMENT

By 1979 the female population in the money raising work force was approximately 13 per cent of which the largest occupation group were in the professional (technical related workers and the clerical workers category including teachers and nurses) areas.

In 1980, 22.8% of public sector employees were women, an increase from 18.2% in 1978. The figures on public sector employment during 1978 to 1980 show that there have been significant increases in female participation in higher positions. It is particularly encouraging to note that although just over 5% of those employed at clerical level 8 and above were females, women had kept up with male promotion. Both sexes had increased by 180 per cent during the same period.

5.1. WOMEN AND PUBLIC SERVICE ACT

The terms and conditions of service for Papua New Guineans employed in the public service are contained in the Public Service Act (Chapter 67 of the Revised Laws of Papua New Guinea). Generally, these terms and conditions of service apply to both male and female public servants. However, there is within the Act a set of "special provisions" which relate to female servants in general and married female officers in particular.

(i) Part IX of the Public Service Act

Part IX of the Public Service Act sets out special provisions in relation to appointment of female married public servants to the Service, grant of head of family status, marriage, retrenchment, and fares and removal expense benefits.

(ii) Section 114: Appointment of Married Women

According to Section 114 of the Act, married women are eligible for appointment to the Service but this is subject to the discretion of the Public Services Commission. Under this Section, a married woman can be appointed "unless the Commission certifies that special circumstances make her appointment undesirable." Thus, no matter how qualified she is, the Commission may decide not to appoint a married woman. This section, clearly, discriminates against women in general and married women in particular. So does the following Section.

(iii) Section 116: Marriage

Under Section 116 of the Act, if a female officer who is not head of a family becomes married, the Public Service Commission may certify that "special circumstances" make her continued employment in the public service "undesirable". She will then be retired from the public service, with a maximum possible entitlement of 3 months' salary in lieu of furlough.

Section 116 taken together with Section 117 (below) means married female officers are in effect less permanent than other public servants. These sections have been the "sword of Damocles" over their head.

(iv) Section 117: Retrenchment

This section leaves retrenchment of married women (non head of households) at the discretion of the Head of State (acting on advice). What this means is that in times of retrenchment, married women can be retrenched, at discretion, and without legal recourse. It should be noted here that there are no provisions in the Public Service Act for retrenchment of male and female unmarried officers, due to "oversupply" of persons.

(v) Section 115: Head of Household Status

Under Section 115, a married female officer may be declared head of the family if the Commission (and not the family) is satisfied that:

(i) she is supporting a husband and/or family
(ii) the circumstances justify such a declaration.

Her status under this section determines her eligibility to contribute to the Public Officers Superannuation Fund (POSF).

The traditional view of the male as breadwinner is never more evident than in Section 115 of the Public Service Act. Indeed, this Section gives legal force to this brief. It is irrelevant here whether or not a husband is indeed the breadwinner in a family or if he is less capable financially (compared with his wife) to assume this role. In fact, the Section denies a couple the right to make a choice in this regard.

(vi) Contribution to the Public Officers Superannuation Fund

According to Section 29 of the Public Officers Superannuation Act (Chapter 66 of the Revised Laws), a married female officer who has not been declared a head of household cannot contribute to the Public Officers Superannuation Fund. Given the stringent grounds on which the grant of head of household status is based, it is unlikely that there are many female married officers contributing to this Fund.

(vii) Section 118: Leave Fares and Removal Expenses

In Part IV of the Public Service Regulations (also part of the Act) leave fares are granted to male and unmarried female public servants to enable them to be reunited with relatives in home province. Removal expense benefits are also given to these public servants where removal is associated with appointments and certain transfers.

Under Section 118 of the Public Service Act,.,arried women who are not heads of household are not entitled to these benefits.

(viii) Public Service Commission Application of Part IX of the Act.

At present, 15 per cent of the total number of women presently in the public service are permanent married women. Their length of service ranges from 1 to 29 years. It is not known exactly how many of these are heads of household and, hence, exactly how many are affected by the provisions of Part IX of the Act. However, given the stringent grounds on which the grant of head of family status is based, one can safely aruge that most of the married female officers are affected by the provisions of Part IX. The provisions of Part IX of the Public Service Act which relate to appointment, marriage and retrenchment have so far, never been used.

Since the discriminatory provision of Part IX can only be removed by an Act of Parliament, in November 1981, the National Executive Council endorsed a Public Services Commission submission which seeks to repeal Part IX of the Public Service Act.

A handful of young, educated Papua New Guinean women played an important role in bringing the discriminatory provisions of Part IX to the attention of the National Executive Council. The Bill, soon to be presented to Parliament, will amend the Public Service Act to provide that:

1. The only discrimination in appointment to the public service is to be on the basis of qualifications.
2. Head of household status to be determined by the Commission on its merits, irrespective of whether the officer is male or female.
3. All regulations to be amended to provide that where both husband and wife are employed in the public service, the "Home District" for leave fares will alternate between them.

The National Executive Council also directed that the Public Officers Superannuation Act be amended to allow married female public servants to contribute to the Public Officers Superannuation Fund.

In addition, the Act will be amended to grant female public servants two breaks of a half hour duration each, every day, to allow them to breastfeed their babies.

The provisions of Part IX of the Public Service Act discriminate against women in general (they do not apply to males married or unmarried) and they discriminate against married female officers in general (they do not apply to unmarried female officers). The provisions of the Act place the fate of female married officers at the discretionary powers of the Public Services Commission. The survival of married female officers in the public service has, up until now, neen dependent on the goodwill of the Public Service Commission Legislative amendements are necessary to guarantee women these rights which are granted under the Constitution. Married female public servants will need the support of all persons who believe in the rights granted under the Constitution of Papua New Guinea when the Bill to repeal Part IX of the Public Service Act comes to Parliament.

6. HEALTH

Major improvement in the health services has been seen in the last few years. This improvement is a direct reflections of the government's commitment to the health programmes. In the 1970's at about 14 per cent of the total population lived within 2 hours walking distance to the nearest health centre. In 1980, only 7 per cent of the total population live within 2 hours walking distance to the nearest health centres.

Rural Health facilities have increased leading to our overall improvement in accessibility to health services. What has remained a problem is the quality of service delivery which requires some improvement.

PNG life expectancy at birth is 49.5 years, while the rural women is 49 years the urban women is 58.7 years. At an average figure of 7 births per woman, it is estimated that 5 to 7 per cent of all women in Papua New Guinea die for reasons directly related to childbearing. It is estimated that modern family planning reaches only 16,000 acceptors, which is only 2.5 per cent of the female population aged 15-49 years. The low family planning service coverage is mostly due to the ineffectiveness of the programme. It also because there is a large female illiteracy rate, the programme and service areas provided is not filtering into the rural female population. About 19% of deliveries is now attended in the health institution an increase from 11% in 1978.

7. WOMEN AND POLITICS

Political participation by women in elected bodies of government is highest at the provincial level, lower at the local government level, and now non-existent at national level. When Local Government Councils were introduced to Papua New Guinea women were not considered as needing special representation. The pattern of all-male councils largely perisists today.

Local government represents the level of government closest to the village, and has therefore the most immediate effect on women's lives. Greater representation of rural women on Local Government Councils would enhance government response to women's needs.

Provincial governments have provided a new opportunity for women to enter politics. Although, so far, no women have been elected to a Provincial government, most provinces have shown an awareness of the need for women to be represented at the provincial level, and have nominated women to both interim and elected Provincial Governments.

Representation of women in politics at the national level is very low, although it increased at the 1979 elections from one to three members. The 1982 elections resulted in one female member winning a seat.

LEGAL RIGHTS OF WOMEN

The formal National Court System under which PNG women are guaranteed specific legal rights comprises of the local courts, district courts, national and supreme courts.

Women in our country though given a very convenient place to refer disputes to, end up dissatisfied in many cases. This is due to the fact that most village court matters apply rules and are resolved in informal settings out of the formal system in which it is supposed to operate.

In many instances, the customary family laws discriminate against a lot of women because the women are thought to exert rights that are contrary to customs or the community.

The women also have the right to petition jurisdiction for non-customary marriages if the husband is found guilty, and the legal decision for divorce is done on the grounds; that, for 2 years, the husband has been an habital drunkard, or, that since the marriage's party has been convicted of having attempted to murder or kill, and, having assaulted and committed bodily harm to her, or, of 2 years dissertion, or guilty of commiting adultery.

In most societies in PNG, adultery committed by a wife is considered a serious offence than if a man commits adultery, when the woman has been provided legal rights on reasonable grounds to leave him if she wants to. In cases where children are victimized, legilsation has enforced maintenance orders and there are provisions for imprisonment of debtors who default in paying up or try avoiding it. The law gives both mother and father equal rights to guardianship of their child/children under the age of 18. The deserted mother can seek paternity order to use as a conclusive evidence of paternity for maintenance and custody purposes. Many women are subject to all forms of physical violence which now requires legislations to legislate against all forms of physical violence.

NEW INITIATIVES TO FURTHER IMPROVE WOMEN'S WORK

As a positive move to provide a coherent integrated policy guideline which National Council of Women has since not able to provide, the Government introduced a 4 year National Women's Development Programme.

The programme involves the Women's Division to provide a co-ordinating and adivosry service to impliment the six components of -

1. National Council of Women

It is hoped that the National Council of Women would be properly reorganised and restructure itself to involve all women's organisations. Women's Affairs Section plans to resource the N.C.W. to be able to carry out the functions effectively as a truely national network co-ordinator and as an advocate of women's needs.

2. National Women's Co-ordinating Committee

The Committee was set up in May 1983 by the Ministry of Youth, Women, Religion and Recreation. The committee provides an advisory role to the Minister on Policy Programme and Training matter for women. The membership on the Committee is composed of representatives of most Provincial National and other Non Government Women's Organisations. The Women's Affairs Division provide a secretariat service to the N.W.C.C.

3. Training

This component provides subsidies for training course at District, Provincial and Regional levels for all change agents. Training component aims at :-(a) Skills

(a) Skills

It focuses on the Maintenance of Women's Groups and provide training skills for group and project management.

(b) Leadership

This emphasises on suitable training and adopting to social change while at the same time maintaining the women's social reproductive function.

(c) Awareness

The emphasis is to provide resources, structure and procedures which are helpful to the activities promoting women in development.

4. Women's Mobilization

This covers activities that will improve the women's social skills to widen their skills, knowledge and to encourage to participate collectively in all sectors towards nation building.

5. Improving Management and Programme Delivery System

This component looks at Provincial Council of Women, Government Community Development Officers and Church Women's leaders to provide appropriate in service training for projects apprasial and identify and establish suitable projects for the women at the District level.

6. Community Women's Organisers

The Community Women's Organisers would be identified from the rural women's groups who would be paid a monthly allowance of K83.33 to live and work among the rural women's groups. The C.D.O. are to work closely with community women's co-ordinators and Provincial Councils to provide assistance to the rural women's groups to establish the groups into District Associations and assist women at community level in managing their affairs.

WOMEN'S NEEDS IN PAPUA NEW GUINEA

1. EDUCATION

A. FORMAL

- Increase women's enrolment in primary, secondary and Tertiary Institutions.
- Encourage women to train in technical areas.
- Educational awareness programme aim at changing parental attitudes to encourage girls to attend formal education instutions.

B. NON-FORMAL

- More literacy programmes for women in the rural areas.
- Skill training programme.
- Primary Health care programme to improve living conditions of women.
- Awareness programme on opportunities available to women.
- Improve women's accessibility to social services and loan facilities.
- Skills on how to put commercial project submission for funding purposes.
- Political awareness programme.

2. HEALTH

A. Improve accessibility to Health Services

- Family Planning services
- Nutrition
- Health Education
- MCH Services
- Increase delivery services at Health Institutions.

B. IMPROVE : Nutrional status

. Maternal Mortality

and increase Life expectancy of women

3. EMPLOYMENT

. Training in skills for sel-employment

. Improve working conditions of mothers and (provision of child minding facilities)

provide promotional opportunities.

4. LOCAL RIGHTS

. Awareness campaign on legal rights and legal services available to women.

. Improve access to legal services.

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON-GOVERNMENTAL ORGANISATIONS (NGO'S), RAROTONGA, 19TH-22ND MARCH, 1985

FIJI NGO EVALUATION OF PROGRESS MADE DURING U.N. DECADE FOR WOMEN 1975-1985

Historical Background

At the Mexico Women's Decade Meeting in July 1975, Fiji females were well represented by two participants; one from non-government and the other from the government sectors. Due to a basic misunderstanding of the Decade's theme, Equality, Development and Peace, and the lack of an organised national strategy to help all members of the community to be fully aware of the women's changing role in development, the activities of the first half of the Decade (1975-1980) were unco-ordinated. A national Plan of Action for the Decade was sadly lacking. The non-government and government forums developed their programmes individually. The roles for the NGO's and GO's in promoting and integrating women in development remain unclear. The Government, however, conscious of it's commitment and responsibility to the female population, stated the following policy on "Women in Development" in its Eighth Development Plan, 1981-1985.[1/]

> "With the process of social and economic development, the role of women inevitably changes requiring adjustments within the family and society as a whole. It is Government policy to ensure that women are integrated into the national development process as equal partners with men, within a general framework of non-discrimination. Government policy on employment and remuneration within the civil service is non-discriminatory and it is hoped that the private sector will follow this example. Through awarding of training and scholarship grants, and through the education system in general, Government will encourage women to achieve their maximum potential through overall national requirements for high-level manpower. Where the sexes may be in competition for employment and training opportunities, selection must be based on merit. Government will conduct surveys to collect factual information on the situation of women in Fiji as regards their economic and social contribution and develop indicators sensitive to the problems and needs of women. Immigration and other legislation which at present have different regulations for different sexes will be reviewed during DP8."

1/ Fiji Eighth Development Plan, 1981-85, Vol.1, para. 6.10.01.

..../2.

Fiji sent three official representatives to the U.N. Mid-Decade International Women's Conference at Copenhagen in July, 1980, one from the government and two from the non-government sectors. These participants were ill-prepared due to the absence of a national machinery for women's affairs accommodating and co-ordinating programmes both at the government and non-government levels. In fact the lack of organised and co-ordinated activity within the Pacific region and within each national group, which was voiced by the Pacific participants at the Copenhagen forum, convinced the United Nations Economic and Social Commission for Asia and Pacific (ESCAP) to organise a sub-regional follow-up meeting in Suva, Fiji, from 29th October to 3rd November, 1980. At this meeting a regional Plan of Action was adopted by all the participants who agreed to take it to their various territories and design a national Plan of Action. In Fiji both the Government and non-Government representatives undertook to carry out this task at the national level. The National Council of Women, Fiji, acting as the national non-government co-ordinating body, produced a National Plan of Action[2/] after a series of workshops. This Plan of Action was launched on 27th April, 1981, to cover the latter half of the decade, (1981-85). The Council submitted the Plan of Action to the Fiji Government through the Central Planning Office which to date is still considering it. The delay and silence on this Plan of Action is due mainly to lack of awareness arising out of basic misunderstanding of the theme of the Decade. This situation resulted in the lack of a national machinery co-ordinating all developmental activities of females acceptable to both the government and non-government forums. Certain social, economic and political factors were militating against a co-ordinated approach.

Since April 1981, the National Council of Women, Fiji, believing that it is the only co-ordinating body for female developmental activities, has continued to promote the "integrated approach" specified in the Eighth Development Plan closely following its Plan of Action. This co-ordinated effort has been greatly enhanced by the initiation of national and divisional social-awareness seminars which began in October, 1982, and continued into 1983. In June 1984 aid funds from the U.N. Voluntary Fund, facilitated a co-ordinating project in association with the Foundation for the Peoples of the South Pacific as an executing agency and the Fiji Development Trust,

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[2/] Refer to Appendix I.

.../3.

the Ministry of Rural Development and the National Council of Women as implementing agency. The total contribution is $104,415 (US$) for the duration of two years from June, 1984 - May, 1986. The project provides for the recruitment of a Cordinator/Administrator for the Fiji National Council of Women as a move designed to strengthen and consolidate the operations of the National Council of Women as a non-governmental agency, promoting developmental activities of all women in the country. Since the project began, training activities have been provided, focusing on the establishment and the running of small scale income generating activities for women which will be one of the major outreach programmes of the National Council of Women.

In October 1984, the National Council of Women submitted through the Ministry of Rural Development, recommendations which the Council deemed necessary for inclusion in the Development Plan Nine, (1986-1990). Attached to this submission, as Appendix I, and as part of the National Council paper, is the summary of major recommendations[3] contained in a report of a study carried out by six local women co-ordinated by Mrs Suliana Siwatibau and printed in July 1984. This study was conducted for the Asia Pacific Development Centre of Kuala Lumpur, Malaysia and titled "Women in Development Planning in Fiji". This is an attempt to evaluate and appraise the Fiji Government Eighth Development Plan (1981-85). Siwatibau's report has also highlighted the absence of women at national decision making level, especially in the composition of national advisory boards and committees.[4]

Since the Seminar of South Pacific Women in Tahiti, July 1981, the non-governmental organisations have become fully aware that a national meeting of all national women's organisations and agencies representing all females in Fiji is necessary in order to co-ordinate all women's activities. The National Council of Women, Fiji, realised early in 1984, that unless all women's organisations voluntarily co-ordinate their activities and programmes, then it was not possible to convince the government to similarly co-ordinate its departmental programmes and also facilitate and support the national co-ordination of all women's developmental activities. A national women's meeting was necessary in order to discuss the need for a national machinery and the promotion of varied women's projects which are directed to meet their needs. This meeting was realised early this year at a National Women's Meeting, held in Suva from 4th - 7th February, 1985. The meeting was funded through the South Pacific Commission.

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[3] Refer to Appendix II. Summary of major recommendations, Women in Development Planning in Fiji.

[4] Refer to Appendix III. Composition of Statutory Boards and Committees.

Representatives of all national women's organisations and agencies were invited to attend. The objectives of the National meeting are as follows :

1. To discuss possible co-operation and co-ordination;
2. To make recommendations to Government regarding National Machinery Structure;
3. To discuss and propose policy related to the integration of Women in Development;
4. To prepare for the End of the U.N. Women's Decade Year (1985) activities and the Pacific Women's Regional Meeting.

About one hundred women attended representing different ethnic women's groups such as the Soqosoqo Vakamarama, various church and religious groups, interest groups as well as international organisations and agencies. After deliberating on the role and current status of women in Fiji and identifying specific areas of possible projects for future improvement, the following resolutions were unanimously adopted :

1. That a National Advisory Steering Committee on Women's Affairs be set up with membership from all Women's Organisations and national non-governmental organisations that are involved with women's affairs at the national, regional, and international level;
2. That an office be set up where all work concerning Women's Affairs be co-ordinated. Additional recommendations on various aspects of the Women's Decade sub-themes were adopted unanimously.

A. EDUCATION & TRAINING

1. That an educational awareness programme be set up to help the male population recognize women as able partners who can assist in policy-making at all levels;
2. That adult-education social awareness/training programmes be promoted to enable women to participate fully in all development activites, e.g. - business, politics, etc.

3. That educational cultural programmes be promoted to reinforce relevant cultural values in the home;

4. That adult education programmes be conducted widely to teach and develop basic development skills such as :

   i) resource management;

   ii) budgeting, etc.

B. COMMUNICATION

That the media be used more effectively in order to :

a) help the general public understand women's contribution to development;

b) share information on women's activities.

C. EMPLOYMENT

That executives (such as easy access to capital, etc.) be provided to promote women to generate small business, especially in cottage industries and in the agricultural fisheries sector.

D. HEALTH

1. That Primary Health Care work be further supported, by directing more funds and resources (manpower) towards its activities especially in the area of Health Education, Maternal Child Health and Family Planning; Environmental Health and Sanitation and in the implementation of Fiji's Nutrition Policy to promote better nutrition and increase food production;

2. That Health Education which is the key ingredient of the Primary Health Care (PHC) development be strengthened especially the improvement of communication skills of health educators to effectively conduct educational programmes such as basic elements of nutrition and food production and storage and preservation of foods.

E. RESEARCH

That a research programme to facilitate the participation of women in all proceeds for developments be set up.

F. TECHNOLOGY

That appropriate technology be developed and promoted to help women adapt more effectively to their increased roles.

G. LEGISLATION

That submissions to government be made for the removal of discriminatory legislation and the inclusion of appropriate legislation relating to the protection of women.

H. PACIFIC ISSUES

1. That the National Women's forum recognises and morally supports the struggles of indigenous peoples for independence and self-determination in the following territories :
   - West Papua New Guinea;
   - East Timor;
   - New Caledonia;
   - French Polynesia;
   - Belau and the Marshal Islands.
2. That the National Women's forum support a Nuclear Free Pacific and promote educational awareness programmes on the harmful effects of nuclear testing and dumping and other nuclear related activities.

I. OTHERS

1. That the setting up of community centres on a self-help basis to cater for women's clubs be promoted and encouraged;
2. That more competent women be appointed as members of statutory and allied bodies, Refer to Appendix III.
3. That the co-ordination of all women's groups represented at this meeting be improved in the following ways :
   a) communication through a regular newsletter, and visitation;
   b) joint functions and conferences/meetings at local, district and divisional levels.

.../7.

NATIONAL ADVISORY STEERING COMMITTEE ON WOMEN'S AFFAIRS

1. The National Advisory Steering Committee's functions should be :
   - i) to carry out the recommendations passed at this National Women's meeting to the appropriate bodies;
   - ii) to look closely at and make a report on the present developmental work carried out by women (as an individual and as a group club/organisation) so that a national programme for women in development could be set out;
   - iii) to prepare and submit a paper on women to be included in DP9;
   - iv) to seek funds and prepare another National Women's meeting to be held towards the end of 1985.

2. The newly formed National Advisory Steering Committee to immediately attend to the following :
   - a) identify and seek immediate help for women's groups who need financial assistance;
   - b) examine ways of finding markets for women's handicrafts;
   - c) organise a national fund-raising effort to aid cyclone victims in the affected areas.

ACTIVITIES OF FIJI WOMEN'S NATIONAL ORGANISATIONS FROM 1980-1985

During the last decade all women's groups have been actively involved in one way or another in improving various aspects of education, training, employment and health of their members and through them their communities. Listed below are the national women's organisations and the non-government organisations that are involved with women's affairs at the national, regional and international level. Listed beside them are their own projects and the sponsoring agency :

1. SOQOSOQO VAKAMARAMA - Community primary health project, funded by Family Planning International Assistance, Leadership Training, Income Generating Projects.

2. FIJI TRADE UNION CONGRESS WOMEN'S WING - Day Care Centre, Population Education programme for members funded by UNFPA;

3. NATIONAL COUNCIL OF WOMEN - Strengthening of Co-ordination of all Women's Organisations. Funded by U.N. Voluntary Fund.

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4. YOUNG WOMEN'S CHRISTIAN ASSOCIATION - "Learning to Live" Training Programme for early school leavers partly funded by U.S. Aid through Fiji Council of Social Services (FCOSS). Adult Education classes after hours, Appropriate Technology Project, Extension training programmes for clubs;

5. PAN PACIFIC AND SOUTH EAST ASIA WOMEN'S ASSOCIATION - Health Publication :

   a) Breast Feeding booklet, "How Am I Going to Feed My Baby",

   b) Health Education Manual, "Let's Talk it Over".

   Written and made submission to Fiji's Liquor Law Tribunal Committee - expressed opinion on effects of alcohol in Fiji society and made recommendations;

6. DORCAS WELFARE SOCIETY - Youth training, Leadership Training, Health and Nutrition, Hurricane Relief, Social Welfare projects, Religious instruction;

7. POOR RELIEF SOCIETY - social welfare work amongst the physically deprived and facing great economic hardships;

8. METHODIST WOMEN'S FELLOWSHIP - Adult education training programme, leadership training, Religious instruction;

9. STRI SEWA SABHA - Adult Education and Social Welfare work;

10. ASSOCIATION OF ANGLICAN WOMEN - Leadership training, income generating project in sewing, handicraft. Religious instruction;

11. ST JOHN AMBULANCE NURSING DIVISION - health education for community work;

12. SALVATION ARMY - women ex-prisoners rehabilitation work; social welfare work, Home for girls;

13. ZANANA MUSLIM LEAGUE - Family Adult Education focusing on religious instruction, health and nutrition, social welfare work. Current effort aimed at construction of community centres for all 24 Branches;

14. SYROPTOMIST INTERNATIONAL - Legal Projects, Submission to Law Reform Commission, Women and the Law;

15. FIJI NURSES ASSOCIATION - Social Awareness Education Training Project, Community Health, professional training programmes;

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It is recommended that legislation dealing with matrimonial property similar to legislation discussed above be introduced in Fiji.

It is recommended that the period in which a woman can apply for an affiliation order be extended to three years.

We recommend that the present ground for Divorce should be reviewed with consideration being given to a single ground for Divorce, that is, when the marriage has irrevocably broken down.

There can be no justification for employers in Fiji continuing to pay men and women, carrying out the same or similar work, different rates of remuneration, and legislation is required to eliminate this practice. It is essential that such legislation be drafted and enacted within the near future.

Women in Employment - Legislation

The lack of anti-discrimination legislation in Fiji makes it possible for an employer to discriminate against an employee on any of the grounds discussed above with no right of redress by the injured party. Such a situation cannot be justified and it is therefore recommended that such legislation be introduced as soon as practicable.

It is recommended that such existing statutory provisions which restrict the conditions under which women work be repealed. However, attention should be paid to ensuring adequate legislative safeguards for both sexes so that no man or woman is required to work in a situation which is detrimental to health. Protection in employment is a matter of relevance to people rather than to one sex or the other.

1. That maternity leave be available for an adoptive mother;

2. That the possibility of paternity leave be considered;

3. That the provision concerning commencement of maternity leave be made more flexible;

4. That the current provisions regarding protection of employment during maternity leave be reviewed;

5. That the existing machinery for dealing with complaints and disputes relating to maternity leave be reviewed.

Administration and Politics

It is recommended that all bodies responsible for the selection of candidates for elected positions make a positive effort to ensure that potential female candidates are given consideration on precisely the same basis as male candidates, and that where the competence of a female merits her selection, special encouragement and assistance be given if this is necessary to overcome prejudicial attitudes and practical difficulties.

There should not be mandatory representation of women on statutory bodies or female representation for its own sake. It is recommended, however, that Government make a positive effort to involve more women in the high-level management and policy-making posts of the public sector by :

(a) giving serious consideration to women qualified to hold such posts when making appointments; and

(b) inviting public and private organisations to submit the names of women thought to be suitable for public office.

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APPENDIX I

NATIONAL COUNCIL OF WOMEN PLAN OF ACTION 1981 - 85

NATIONAL COUNCIL OF WOMEN, FIJI.

FIJI PLAN OF ACTION FOR 1981-85

BACKGROUND - WOMEN'S ROLE IN FIJI

Women of Fiji have played a major and influential role in the life of the community ever since the first inhabitants settled on these islands. Over one hundred out of the three hundred islands of Fiji are inhabited and on these women have cared for their own families and at the same time were also involved in the varied social, cultural, economic and political activities of importance to their community. The multicultural heritage of the Fijian population has challenged the various ethnic groups to relate their own traditional values to the present life-style.

With a population of about half a million, more than half are of Indian origin, a large minority of Fijian indigenous groups and a small percentage of European descent. There is also a substantial number of Chinese and Pacific Islanders. Politically the British parliamentary system of government has strongly influenced the administrative system. In education, New Zealand has been influential. Australia, India, China, Hong Kong and Taiwan and more recently Japan have left their mark on the economy, especially in trade.

Amidst such a rich multi-pronged heritage, the women of Fiji have been challenged to organise programmes that can integrate the women of the nation into the processes of development as equal partners to their menfolk.

The National Council of Women, Fiji, would like to submit the following Plan of Action for serious consideration by the Government of the day. The Council firmly believes that as women make up more than half of the citizens of this country, the Government should recognise the role that the women are playing and will continue to play in the development of the country. As more than half of the women population live in rural areas, the case of the rural women should be handled separately from the urban women and her needs. What is relevant to the urban women and her family.

It is also hoped that due to this multi-ethnic background, the language for the Plan of Action will be English, Hindi and Fijian. This will widen the area of influence and outreach. This Plan of Action indicates how much is yet to be done in Fiji to implement and achieve the objectives of the Decade for Women, 1975-1985. Of great importance and a priority above all other sections of the Plan is the setting up of effective National Machinery to administer and monitor the proposed programmes.

In the first year of this Action Plan there is a need to survey all that has already been done by women. During this same year statistics must be collected, collated and documented, and if need be a survey conducted, to check out the needs of rural and urban women. When these informations are available then a more realistic national strategy can be designed in line with the Government of Fiji Development Plan 8, 1981-85. The same Development Plan has indicated

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that it is the wish of the Government to integrate women into all the processes of Development so that they become equal partners to men. In order to implement this policy, the Government must work with the National Council of Women which is the only existing women's body that is attempting to co-ordinate all Government and non-governmental activities for the development of women in Fiji. Much resource is needed to implement such a Programme of Action. The National Council intends to appeal widely for local and foreign aid and will depend heavily on the goodwill and co-operation of the Government of Fiji and its citizens and especially the voluntary effort of its women.

BROGOM AMD SPONSORSHIP

1.1. The World Conference of the International Women's Year, held at Mexico City from 19 June to 2 July, 1975, recommended that another international women's conference be held in the middle of the decade, in 1980. Accordingly, this world meeting was held in Copenhagen, Denmark.

1.2. The Government of Fiji in consultation with National Council of Women, Fiji, was able to send three representatives to the United Nations' Mid-Decade for Women Conference held in Copenhagen from 14 - 30 July, 1980.

1.3. The representatives of the countries from the Pacific region who attended this World Conference and the NGO Forum for the Mid-Decade for Women in their meeting on 19 July 1980 at Copenhagen recommended that a sub-regional meeting for Pacific women be held on the main concerns.

1.4. In response to these recommendations and in co-operation with the Secretary-General of the World Conference of the United Nations' Decade for Women, ESCAP organised a sub-regional follow-up meeting for Pacific women at Suva from 29 October to 3 November 1980. Most facilities were provided by the Government of Fiji.

1.5. This regional meeting identified urgent and critical issues and problems affecting women in the Pacific region, and determined a plan of action and strategies to solve such problems during the second half of the decade with special emphasis on the objectives of the Decade "Equality, Development and Peace" and the Sub-theme, "Employment, Education and Health".

1.6. In preparation for the Pacific Regional Follow-up Meeting, the National Council of Women ran a series of workshop meeting to discuss the Plan of Action for Fiji between 1980-85.

1.7. The President of the National Council of Women was the Leader of the Fiji three-member delegation and in consultation with the Ministry of Fijian Affairs and Rural Development, she prepared and presented the Fiji Country paper which isthe basic of this Plan of Action for Fiji. The National Council of Women organised another workshop meeting for women on 14 March 1981 to make further recommendations on the Plan of Action.

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FIJI GOVERNMENT DEVELOPMENT PLAN 8

2.1. The Fiji Government policy as stated in Paragraph 6.10.01 of Fiji's Eighth Development Plan 1981-85 Vol.1 "is to ensure that women are integrated into the national development process as equal partners with men, within a general framework of non-discrimination. Government policy on employment and renumeration within the Civil Service is non-discriminatory and it is hoped that the private sector will follow this example." *1
The same Development Plan also stated that through awarding of training and scholarship grants and through the education system in general, Government will encourage women to achieve their maximum potential within overall national requirements for high level manpower." *2
Selection is to be based on merit as the sexes should be in competition. The National Council of Women, Fiji, believes that in order to implement the above policy, the following Plan of Action must be implemented within the next five years with the joint effort and support of the Government and all non-governmental agencies at local, national, sub-regional, regional and international level.

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* 1 Eighth Development Plan 1981-85, Vol. 1
para. 6.8. 02, P.75

* 2 Eighth Development Plan 1981-85, Vo. 1
para. 6.8.02, p.75

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FIJI NATIONAL PLAN OF ACTION

NEEDS	(FELT, OBSERVED AND EXPRESSED)		PROPOSED ACTION PROGRAMME (STRATEGIES)
3.00 A.	NATIONAL PLANNING		
3.01	**National Development Plans and Strategies**		
(a)	Women to be involved at all stages in the drafting of national development plans and policy formulation and in decision making;	1.	that a women's development unit be established within the Central Planning Office backed by a Women's Advisory Committee, made of representatives of women in the community and non-governmental organisation ;
(b)	all macro and micro data collected to be broken down into male and female data;	i)	to identify problems and needs of women;
(c)	at every state of plan formulation and project design, the needs and abilities of women to be taken into account;	ii)	to formulate objectives, strategies, policies, programmes and projects for women's development;
(d)	training courses to be held for development planners, both male and female, to teach the methodology for integrating women into national planning;	iii) iv)	to monitor the implementation of the above through Government Ministries; to make impact on the planning and evaluation of other national programme and projects which will be an effection on the development of women.
(e)	non-governmental women's organisations to be consulted at all stages of the plan preparation, monitoring and evaluation of projects;		
(f)	training courses to be held in the design, preparation, implementation and evaluation of projects.		

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3.02 NATIONAL MACHINERY

(a) Government in consultation with women's groups and individual women, to establish appropriate national machinery to ensure that the voice of women is taken into account in policy and planning at national, provincial and local levels;

(b) the actual type of machinery to be established to be designed to fit the local facts but the following criteria to be used;

i) The machinery must have direct access to the key decision makers;

ii) preferably the machinery to comprise a separate ministry or be attached to the office of the head of government, or placed in the Central Planning office or within some other central ministry;

iii) an adequate financial allocation be made to it;

iv) its staff must be trained;

v) it must liase directly with women's organisations and individual women.

a) an adequate financial allocation to be made to this women's unit.

b) Staff of the Women's unit must be trained with appropriate relevant experience and with ability to liase well with Government and non-governmental agencies, individual or women's groups.

c) that a National Advisory Committee be set up to work with the proposed Women's Unit at the Central Planning office. Such a National Advisory Committee should be selected from the various District Women's Advisory Committees. Individual women representing special areas of interest may be considered. The terms of reference for the National Women's Advisory Committee is yet to be detailed.

4.00 LEGISLATION

4.01 (a) All existing legislation be reviewed to eliminate any discrimination on the basis of sex or marital status which occurs in the law and its implementation;

(b) compilation of legislation affecting women be made and disseminated in ways accessible and understandable to women;

i) that the Government recognises the importance of NCWP as a source of information and advice and refers all draft legislation concerning women to the newly constituted Fiji Women's Advisory Council before it is debated in Parliament.

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(c) legal aid to be accessible to women so that they are aware of their rights under the law and can have them enforced;

(d) women's rights as citizens to be embodied into the Constitution;

(e) appropriate legislation to be enacted to ensure equal rights for women;

ii) that the National Council attempts to encourage women to become members of Boards, Forums, Council Statutory and other decision making bodies within which legislation and policies are formulated.

iii) for an organised approach towards eliminating unfair discrimination against women it is imperative that the NCWF does the following :

1. identifies the area of concern;

2. notifies and arranges joint consultation with the Ministry concerned with a view to :

   (a) scrutinizing existing legislation relating to the matter so as to determine whether the subject under review is indeed showing a bias to the males and therefore needing amendment (or change) or whether the discrimination is merely though to be existing because of current interpretation.

   familiarising the Ministry concerned with:

   i) the needs of women in Fiji and the motives of NCWF:

   ii) the mid-Decade Conference papers, especially the United Nations' Convention on the elimination of All Forms of Discrimination;

   iii) the framing of new legislation (with help from resource people) and getting a bill passed;

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iv) calls a meeting to exposed the idea of the proposed new legislation to as many member as possible for acceptance and improvement;

v) submits to the Ministry concerned the proposed legislation and follows up with a deputation from NCWF.

vi) follows up by checking on progress made by the Ministry, possible by additional deputations and press releases through the appropriate media;

vii) suggests what the area of priority could be, for example :

  a) legislation related property and ownership;

  b) citisenship legislation related to Immigration Law.

5.00 COMMUNICATION

5.01 a) The particular problem of communicating within and between countries must be recognised and women's groups as well as individual women must be granted access to existing and planned systems of communication.

b) Funds and other resources to be made available to facilitate communication, by means of exchange schemes and meetings;

i) that a Fiji women's Resource Centre be set up to collect and redistribute information of service to women and promote the cause of "Women in Development".

ii) that the women of Fiji seriously promote the need for trilingual language education programme and initiate programmes for the teaching of Hindi and Fijian to the non-speakers.

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c) Information must be shared amongst women in a way that will promote unity.

iii) that the possibility of utilizing the Community Information Centre structure and current activities as a basis for the Fiji Women's Information Resource Centre with an emphasis on women in development, be seriously considered. That this project works in conjunction with the Ministry of Information and other relevant government departments and government agencies. That NCWF seeks for funds to support this worthy project.

iv) that a Media Committee be set up to promote and organise the use of all methods of communication, namely languages, literature, radio, films and video or television, satellite telecommunications, visitations (person 1 contact), press, correspondence and cultural activities. That this Committee urgently mount programmes to help "integrate women into the National development process as equal partners with men". * 3

v) that funds and other resources be made available to facilitate communication means of exchange schemes meetings. In order that information be shared among women to promote unity, fund must be found to sponsor an annual meeting in Fiji in November, 1981 and once every two years.

vi) that the development of the Fiji Women's Resource Centre be seriously considered with the proposed revival of the Pacific Women's Resource Centre.

vii) that the Fiji Government and other non-governmental agencies be requested to fund such a project.

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* 3 Dp8 para 6.10.01 pg. 77

6.00 RESEARCH

6.01 Data relating women

a) national institutions and organisations to collect data relating to women and undertake reserach;

b) women of the country to be involved in determination of research studies;

c) Governments, when granting research permits, to stipulate that all data collected and findings made should be deposited in a national institute;

d) research undertaken by local persons be encouraged and opportunities for developing local talents in this area be utilized.

i) that the National Council urges Government to facilitate and immediately conduct surveys to collect factual information on the situation of women in Fiji as regards their economic and social contribution and develop indications sensitive to the problems and needs of women.

ii) that a committee be set up to agitate and make representations to national, regional and international authorities for the immediate introduction of research programmes. Those who have expressed their interest with whom the National Council can work include :

1. Ministry of Fijian Affairs and Rural Development (Government)
2. University of the South Pacific (Centre for Applied Studies).
3. United Nations' Development Plan Regional Office and its other agencies.

iii) National Institutions and organisations should collect data relating to women and undertake research.

iv) women in the country should be involved in determination and implementation of research studies;

v) research should be undertaken by local persons in the language of the community being researched.

7.00 HEALTH

7.01 Health Concerns and Issues

These include the following :

(a) research surveys and data collection to identify health needs for women;

i) the National Council supports the Government Development Plan-8 emphasis on primary

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(b) lack of continuing health education for children and adults;

(c) lack of health care services, health facilities and health personnel;

(d) nutritional deficiencies, especially of vulnerable groups, such as pregnant women and young children;

(e) recognition of traditional medical practices and personnel;

(f) unawareness of, and lack of concern for, women's diseases;

(g) birth control and contraceptives;

(h) abortion;

(i) rampant incidence of veneral diseases;

(j) health of working mothers;

(k) alcholism, drugs and tobacco;

(l) violence against women;

(m) lack of mental health services.

health care programmes. Accordingly as women are traditionally the major influence in health care and maintenance in the family extensive non-formal education and community programmes be carried out jointly by Government, its agencies, the NCWF. Greater health conciousness is needed immediately in the following areas; nutrition, first aid, smoking and alcohol abuse;

ii) immediate efforts to be directed at two target groups school children and women in the home, especially younger women just learning to make a home;

iii) that working closely with the Ministries of Health and Education, and the Fiji National Nutrition Committee, the NCWF immediately concentrates its efforts on the following areas :

a) Programmes for School Children -

  i) that NCWF co-ordinate with Ministry of Education Curriculum Development Unit in designing a series of in-school lessons which will teach children the basics of nutrition and first aid, and about health problems associated with smoking and alcohol abuse;

  ii) that NCWF encourages its affiliates to develop out of-school programmes for school age children that will teach them to recognise the health activities necessary in their daily home lives.

b) Programmes for Women -

  i) that NCWF develops a referral system whereby affiliated groups can contact agencies and people who can provide needed information and materials.

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ii) that NCWF works on a nutrition programme that will teach women not only the nutritional values of the various traditional foods but also how to achieve a nutritional diet at an economic price.

iii) that NCWF co-operated with other agencies in the promotion of campaigns against smoking and alcohol abuse.

iv) that NCWF works with agencies and organisations that are already working in Fiji, such as Foundation of the People of the South Pacific and Freedom from Hunger Campaign.

7.02 Health Strategy

To be consistent with philosophy, as well as the goals of primary health care, the NCWF advocates a policy of maximising community involvement in all health programmes sponsored by the NCWF and its affiliates. Members of the community are to be involved in the planning, conducting and evaluating of any programme. Experts should be used to advise and provide information where needed. Programmes should emphasise active participation through demonstrations, discussions and workshops in the language of the community concerned.

8.00 EDUCATION, TRAINING AND EMPLOYMENT

8.01 Non-formal education needs for adults and youth.

i) that the NCWF works with the Ministry of Education in promoting the non-formal education programmes for adults.

ii) that the NCWF co-ordinates the activities of the Ministry of Fijian Affairs and all other government and non-governmental organisations and agencies which are training women for more effective roles in development.

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		iii) that the formal school curriculum be adjusted to meet present day needs in employment and to include more vocational education for youth. More emphasis should be planned on self employment in both urban and rural areas. iv) that the NCWF liase with the Ministry of Youth and Sports for training youth for employment and self-employment.
8.02	Need for Leadership Training for Women	That the NCWF organises leadership courses for adult and young women in conjunction with the Women's Interest Office to help them understand their role in development and to know the channels to use to achieve their desired goals.
8.03	Equal Opportunities in Vocational Training.	That the NCWF initiates a survey and collects statistics to check whether there is equal opportunities for vocational training in all training institutions. That the information obtained be the base for further action to correct the system and provide equal opportunities for boys and girls.
8.04	Family Relationships with wife and husband as equal partners.	i) that the NCWF promotes or need be revives counselling services within existing organizations, e.g. Marriage Guidance Council of Fiji. ii) that the Counselling programme introduced should include these aspects of family life within the family ; - the marital relationship - the parent-child relation - child rearing and child training practices; - parental responsibilities towards their children; - communication between parents and children; - old age and family adjustment to old age; - coping with family crisis illness, death, sudden lost of employment; - the changing role of the family in society.

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8.05	Family Health Education	i) that the NCWF organises health courses in collaboration with the Ministry of Health and any other interested agency. Such educational programmes to include: - immunisation; - sanitation in the home and in the community; - personal hygiene; - the spread of communicable diseases and their prevention.
8.06	Nutrition Education	Refer to Plan of Action under Health.
8.07	Sex Education	That the NCWF working with the Ministry of Education, mounts a sex education programme to include : - the stages of growth; - human reproduction; - social disease; - misconception relating to sex; - contraception.
8.08	Population Awareness	That the NCWF checks and ensures that training courses for women include an understanding of basic population of leisure and recreations skills for the welfare of the facilitate community and country.
8.09	Utilisation of Facilities	Utilisation of institutional facilities such as libraries, playground, schools and community centres.
8.10	Local Resource Utilization	That the NCWF works with the Ministry of Fijian Affairs and Rural Development, through the Women's Interest Officer, to promote the introduction of appropriate technology for development and utilization of local resources.
8.11	Women to be Trained in Business Skills	That the NCWF work in conjunction with the Department of Co-operatives, BHOMAS, the Ministry of Commerce and Industry, Ministry of Fijian Affairs and Rural Development, to organise the training of women in business management and marketing skills and help them to set up their own business venture.

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8.12	Need for Job Creation for Employment	i) that the NCWF work with the Ministry of Labour, National Training Council and any other interested agency in setting up an Income Generating Programme Committee to design a plan of action to meet the needs of unemployed women and youth. ii) that a volunteer roster of youth and women seeking employment be organised by the National Council of Women to allow for working experience and for volunteer service training. A joint programme with CIC to be developed.
8.13	Relevant Tertiary Training	That the NCWF checks on scholarship awards granted to women in order to ensure that women are provided with scholarships for relevant tertiary training to allow them to fully integrate in the process of national development as equal partners with men.
9.00	OTHER AREAS NEEDING SPECIAL ATTENTION	That the NCWF sets up an Ad-Hoc Working Committee to plan fully and recommend what can be done about these special areas.
9.01	Special areas needing urgent attention are : 1) Nuclearisation; 2) Urban/rural migration; 3) External migration; 4) Impact of social changes; 5) Tourism; 6) Women heads of households; 7) Change in men's attitude to women; 8) Participation of women in political action for peace.	
10.00	SUB REGIONAL AND INTERNATIONAL ACTION	
10.01	Need for contact and support for Fiji programme of action and specific projects.	i) that the NCWF compiles an index of contacts at local, national, sub-regional, regional and international levels and lists the service and resources the various agencies offer.

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ii) that letters requesting support for the Fiji Plan of Action be sent to all funding agencies seeking their advice and support. Such agencies to include :

1. The Voluntary Fund for the United Nations' Decade for Women;
2. Relevant Ministries of the Government of Fiji;
3. South Pacific Commission;
4. University of the South Pacific;
5. University of Hawaii;
6. South Pacific Bureau for Economic Co-operation;
7. Australian National University;
8. Freedom from Hunger Campaign;
9. Foundation for the People of the South Pacific;
10. E.S.C.A.P.
11. U.N.F.P.A.
12. I.L.O.
13. W.H.O.
14. U.N.D.P.
15. U.N.E.S.C.O.
16. U.N.I.C.E.F.
17. SPC/C.E.T.C.
18. International Women's Organizations which have a Fiji group, e.g. Lioness, YWCA, PPSEAWA, Soroptomists, etc.
19. National Council of Women are members of the International Council of Women;
20. International Council of Women;
21. Pacific Conference of Churches;
22. World Council of Churches.

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11.00 IMPLEMENTATION OF PLAN OF ACTION

11.01 It is hoped that with the help of the Women's Interest Office and the Ministry responsible for women's affairs, the Ministry of Fijian Affairs and Rural Development, the National Council of Women will be able to spend the next year introducing the Plan of Action to the English, Hindi and Fijian speaking communities and getting their comments and suggestions for implementation.

11.02 It is important to bring the representatives of women in Fiji to a National Forum in November this year to discuss and check this proposed Plan of Action for more effective implementation. The NCWF should set up Action Committees in the following areas :

- i) National machinery and planning;
- ii) Media - communications;
- iii) Health;
- iv) Legislation;
- v) Education, Training and Employment.

11.03 Terms of Reference for these Action Committees :

1. to detail the Plan of Action after checking out the statistics and available resources in the participating community;
2. to advise the NCWF on the practical aspect of the implementation of the Plan of Action;
3. to help compile a Development Plan of Action for 1981-85.

12.00 OPERATIONAL LANGUAGE

That in order to accelerate the implementation of the Mid-Decade Plan of Action for Fiji 1981-85, three complimentary media language groups be set up for convenience namely :

1. Hindi speaking group;
2. Fijian " "
3. English " "

All three groups should attempt to cover the same ground but may choose different priorities according to the local community needs. A progress report from each language group to be tabulated at the monthly meetings of the Executive Committee of the National Council of Women. That the NCWF conduct public meetings in the three language groups to introduce and follow-up the implementation of the Plan of Action.

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APPENDIX II

SUMMARY OF MAJOR RECOMMENDATIONS

Meeting Basic Needs

Government's basic needs policies in the current development plan (D.P.8) address the need of the disadvantaged members of society through aggresive programmes that will uplift their status in the short term and integrate them more fully into development in the long term. It is this team's contention that women should also be treated as a disadvantaged group and specific attention paid to their needs to bring them into the mainstream of development in the short term and sustain them in the long term.

It is therefore RECOMMENDED that :

> the next development plan considers the situation of women in those disadvantaged groups of society requiring special attention for the provision of basic needs.

The lack of detailed and accurate information on women is a major factor leading to inadequate accommodation of women's concerns in most development plans.

It is recommended that planning should include the collection of relevant statistics and information to ensure a sound data base for policy formulation on encouraging women's participation.

It is recommended that the women from whom information are to be gathered should hear the results as part of an educative, consciousness raising process aimed at giving them a new understanding of their situation on encouraging participation in decisions on basic needs issues.

Any basic needs stratery should cover :

- a drive towards equality in all fields of study in schools, whether these are considered 'male' or 'female' in orientation;
- access for female students to all high technology fields, otherwise they will face further erosion of their roles as microtech comes on stream;
- appropriate technology research and development which directly affects women in their present roles, free them for more varied activities, and lighten the load of rural women.

Employment

It is recommended that Government :

Introduces measures which ensure that women have :

- equal access to employment;
- equal promotion opportunities;
- equal pay for work of equal value;
- equal benefits and conditions for equal responsibilities and vocational guidance;
- equal opportunities for training.

Promotes greater participation of women in the work force through :

- extension of child care facilities;
- more flexible working hours;
- provision of part-time employment; and
- less punitive maternity leave provisions.

Encourages investigations into the occupational health and safety of workers, particularly those specific to women, and recognises and takes action to educate women and introduce measures to overcome problems of :

- deplorable conditions of work in certain sectors (for example, the manufacturing industry);
- hazards presented to women of toxic substances and work processes particularly those which affect reproduction function; and
- stress and fatigue caused by the multiplicity of roles experienced by most working women.

Agriculture

- General policy objectives such as those listed for this sector in DP.8 will continue not to address the disadvantaged status of women without specific objectives formulated;

- An additional objective to the next plan for this sector should therefore be :

  "to redress the imbalance between the sexes in this sector, utilising to advantage existing social and cultural attitudes towards sex-related roles and activities and ensuring equal attention to both for improvements."

In order to achieve the above objective, development strategies should include :

- An examination of the specific role of women in this sector with the aim of improving their conditions;
- The introduction of labour saving devices for time consuming tasks performed by women such as :
  - subsistence farming and weeding;
  - voivoi and masi processing;
  - weaving and domestic duties;
  - small food processing.

- The improvement of genetic material of non-commercial chicken breeds, voivoi and masi;
- Improve credit facilities appropriate for women in agriculture;
- Foster the flow of information to women in this sector;
- Where improved technology displaces women from their work, alternative productive employment will have to be encouraged in consultation with women.

.../

- Existing support services that directly contribute to the participation of women in this sector should be strengthened. In particular Women's Interest Offices should include trained agricultural extension workers.

Forestry

Before effective programmes can be formulated, a sufficient data base for sound decision-making needs to be established. It is therefore recommended through DP.9. Government ensures that :

(a) the importance of forest foraging activities for subsistence existence is recognised;

(b) wild forest areas accessible to rural communities for foraging are preserved or sustained;

(c) in any examination or activity to assess or establish forest reserves, plantations or foraging areas, women must be consulted and involved along with men;

(d) a detailed study of the socio-economic impart of large forestry industry on land-owning units, particularly the women, is undertaken;

(e) the possibility of involving more women in agro-forestry, particularly for firewood supplies, is examined and promoted.

Fisheries

Recent research has indicated the major contribution to the rural economy of women's fishing activities. It is recommended that more research be encouraged to establish priorities for the immediate inclusion of women in all fishing programmes which are currently addressed largely to men with emphasis on commercial fishing.

Women are involved neither in planning, execution nor management of fishing programmes. Policies must be formulated to encourage participation by women in training courses and fishing programmes at all levels.

Very little is given to women in the form of Government financial, technological or training support for fishing enterprises. Women must be given more supporting services to assist in their participation and to lighten their daily burden of time spent in fishing activities.

A major problem associated with women's fishing is lack of marketing facilities. Improved transport and marketing outlets should be encouraged.

Co-operatives

There are insufficient data relating to women's overall involvement in co-operatives. Further surveys may reveal that women's co-operatives in areas other than Consumer/Consumer marketing are similarly successful. It is essential that Government recognise the important role played by women and that they are given incentives and assistance to expand their activities.

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One of the problems faced by women in co-operatives is lack of training in business management and associated areas. More courses are needed in order to equip larger numbers of women to become more effective co-operators.

Funds are needed to finance such courses, provide needed capital and serviceable loans to women's co-operatives.

Women have demonstrated that they are able to successfully manage profitable co-operative societies yet they continue to be excluded from decision-making at village levels. Women's participation in decision-making must be enhanced and actively promoted.

Industrial and Commercial Sectors

It is recommended that DP.9 plan for the industrial sector include the objectives and implementation programmes :

- to examine the status of women in industry and commerce;
- to encourage the greater participation of women through both training and information dissemination and making credit facilities more easily available.

Tourism

Women note the injustice of men going uncondemned for seeking sexual servicing outside the household, while women in a male-dominated society are considered "unnatural" in the same situation. Those countries which prosecute the client as well as the prostitute - of whatever sex - are probably closest to dispensing justice. What needs to be examined is improvement in education, alternatives for employment, enforcing legislation for nightclubs, and generation of more action oriented research.

Venereal disease, for which the figures are large per capita in Fiji, belongs to the health section of this study. The human dimensions are sad, the effect on the tourist industry, however hard hearted that may sound, could be catastrophic. There have been a few good attempts to introduce sex-education in schools. This needs a great deal more attention, including special training for teachers. Objections on spurious moral grounds must be resisted by the authorities as objectors are generally unaware of the facts. The main concern must be the health and well being of the women most liable to carry the burden of society on their shoulders.

Infrastructure and Energy

Government's policies and programmes in this sector are indeed welcome, as they promise to affect the disadvantaged particularly women, beneficially. In order to ensure that the government's efforts are utilised efficiently, women should be involved more at the local level, both in the planning and the implementation of projects. This should apply particularly for projects in water supply, sewerage, and energy.

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Education

In order that women enjoy equal opportunities in every endeavour in education, government should ensure that women are equally represented in all advisory bodies on education matters; and participants in all decision making regarding formulation of new education and training programmes, particularly those with a special relevance to women.

Curriculum materials should be revised to :

> eliminate sex-role stereotyping; adjust them to present-day needs relating to women's employment; and portray women in productive and responsible roles in society, including participation in non-traditional occupations.

There should be further provision of more practical courses, including technical and vocational training which more realistically prepare women for employment in later life.

Teachers should be trained to :

> conscientize them regarding the importance of conveying appropriate messages regarding the important role that women can play at all levels of society; appreciate the importance of giving correct subject and career advice to female students so that girls can aspire to more varied vocations; and inspire girls to enter non-traditional fields of study and work.

Equal access should be ensured regardless to sex, to :

> all school subjects; courses at every level of the education system; all vocational and training courses; and residential accommodation at training institutions.

Government should undertake positive measures to :

> ensure that females are encouraged to apply for scholarships and study grants; ensure some parity between the sexes in the awarding of this financial assistance; increase the entry of girls into higher education institutions, trades and non-traditional occupations.

Government should review career structures of men and women employed in education with a view to increasing the equity between the sexes at all levels of responsibility.

Health

Up to date data are needed to assess the current status of women in relation to health in Fiji. Statistics relating to sex, age and location should be collected in order to identify women's needs in relation to general health nutrition, family planning, and socially caused health problems.

Accurate assessment of the effects of the Primary Health Care Programme is needed. Women's involvement and participation at all levels of planning and implementing the Primary Health Care Programme must be promoted.

.../6.

Increased publicity in the form of education and advertising campaigns aimed at prevention and early detection should be encouraged to help prevent the onset of diseases which are increasingly affecting larger numbers of Fiji's women. (For example, anaemic, diabetes, venereal diseases and cancers).

Women and children continue to be the groups most vulnerable to nutritional deficiencies. Health and nutrition education programmes aimed at women and children as target groups need continuous evaluation and extension to promote national awareness of the deleterious effects of alcohol and tobacco use.

The family planning programme is not being adopted by sufficient numbers of Fiji's women. The programme needs reappraisal and more effective strategies such as increasing the dissemination outlets so that advice is available to all who require it. The Government must ensure that products used for family planning meet acceptable international standards.

Traditional healers already used and respected by women should be upgraded as primary health care workers.

Women's needs and enhanced participation must be duly considered for all activities involving improvement to water supply and sanitation and its operation and maintenance.

Research is needed into the effects on health particularly on women, on environmental and occupational hazards such as agri-chemicals used in Fiji.

Careful monitoring of the health effects of low level radiation must be conducted, through specific medical statistics gathering.

Women are under represented at all levels of planning, conducting and evaluating of health care programmes and services. Similarly they are not equally represented in positions of responsibility in the Ministry of Health. Women must be given equal opportunities of access to training, job opportunities and promotion and special consideration for women may be necessary in some instances to achieve a situation of greater parity with men.

Leisure, Recreation and the Environment

It is recommended that government examines legislations pertaining to recreation and sports opportunities to ensure no blatant or overt discrimination against any segment of the community.

Mass Media

National Development Planning may make more effective use of women for development if it included the following objectives along with programmes to implement them.

- ensure women's representation in the formulation of national information systems and communications policies, and a fair representation of women on boards of directors and advisory management committees in both public and private sector media organisations;

- support and finance efforts to eliminate sex-role stereotyping from media material and educational curricula (school's broadcasts);
- accelerate the training of women in technical skills and professional development suitable to all branches of media, including media technology;
- facilitate the entry of women into communications training institutions and develop their insights with training in sociology, human rights, and economics;
- ensure that all national development projects include a communication component for rural women;
- examine and promote alternative communication language to discourage sex stereotyping.

Social Welfare

1. That the strategies set out in DP.8 in paragraph 8.3.08 be carried out;
2. That the Destitute Allowance rates be revised to more realistic levels;
3. That the budget for Destitute Allowances be substantially increased to allow for payments at realistic levels to a greater proportion of applicants eligible for the allowance.

1. That there be less emphasis on reconciliation in domestic violence cases and more emphasis placed on other alternatives, other than the violent marriage, for women who are victims of domestic violence;
2. That the Welfare Officers liaise more closely with voluntary organisations capable of providing counselling in specialised areas.

1. That the Government study the need for a hostel or home for females in need of shelter and either;
   - (a) set up and run such an institution (or institutions); or
   - (b) assist voluntary organisations to do the same.
2. That the Government provide training programmes for unemployed women.

That the Government work in closer co-operation with voluntary organisations and support the work of such organisations with funding, training and other support required.

One of the main objectives of DP's 6, 7 and 8 is to improve the quality of life and yet very little has been done by Government to make a better quality of life a right of every person living in Fiji. There continues to be an overemphasis on economic development, a situation that must be changed if the quality of life in Fiji is truly to improve.

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Women and the Law

Citizenship

This law is openly discriminatory against women who are citizens of Fiji. Chapter 6.10.01 of DP.8 specifically stated that this law would be reviewed and yet it is still in existence with no signs of it being amended in any way. If the Government is not all honest in its declared intention to make women equal partners with men, this law must be altered immediately.

Definition of Fijians and Indians under the Constitution

Such laws are inexcusable in the present day climate where women are supposed to be treated as equal to men and should be reviewed without delay.

Violence against Women

It is recommended that the definition of rape in the Penal Code be made specifically wider in order to cover the situations discussed above.

It is recommended that such changes in the law be enacted in Fiji. Women would be much more likely to report being raped if they knew that they had some protection from being harrassed and humiliated in court about their morals.

It is recommended that this rule of evidence be specifically repealed by legislation.

It is recommended that a provision be enacted to prevent defence counsel from referring to delay in reporting the rape.

The above points are some of the more important areas of the law regarding rape that require review. It is an area of the law that needs considerable reform and it is recommended that such reform be carried out by Government.

Domestic Violence

Legislation is necessary for greater protection to a woman who is the victim of domestic violence than the existing law in Fiji affords and consideration of the introduction of similar legislation is strongly recommended.

It is therefore recommended that the duty to reconcile be reworded in the Penal Code so that it no longer applies to cases of Domestic Violence.

Family Law

That the existing legislation regarding Maintenance be replaced with a new Act drafted along the lines discussed above.

That imprisonment be abolished as a sanction for non-compliance with a maintenance order.

That the methods of enforcement of maintenance orders be reviewed.

16. ADI CAKOBAU OLD GIRLS' ASSOCIATION - reserach, women's educational improvement;

17. NATIONAL FOOD AND NUTRITION COMMITTEE - Health and nutrition project;

18. NATIONAL SPIRITUAL ASSOCIATION OF BAHAI - Leadership training, moral spiritual and ethnical education, Health and Nutrition, Development training programmes in sewing, smokeless stove making, craft research and agriculture;

19. FIJI RED CROSS SOCIETY - Home nursing, hurricane relief, water safety, health education;

20. GIRL GUIDES ASSOCIATION - Training of youth in responsible leadership and citizenship;

21. CATHOLIC WOMEN'S LEAGUE - Leadership Training, Adult Education, Craft training, Income generating projects;

22. NATIONAL YOUTH COUNCIL - Leadership training, Income generating employment projects;

23. HOUSING ASSISTANCE AND RELIEF TRUST - Basic housing for those in need;

24. FIJI COUNCIL OF CHURCHES - religious programmes, social welfare projects, has a recognised ecumenical women's forum consisting of women's organisations of member churches;

25. YOUNG MEN'S CHRISTIAN ASSOCIATION - (YMCA) - WOMEN'S GROUP - sewing and craft, health and nutrition, development courses.

CONCLUSION

As the U.N. Decade draws to a close the women of Fiji have become increasingly aware of their individual and joint responsibilities in participating more fully in the development of their community. The need to continue to provide equal opportunities to females have already been indicated. Many attitudes need to be changed in order to facilitate increased involvement by women, old and young. The first non-governmental national women's meeting held twenty five years ago was initiated by expatriates and fully supported by the local women themselves. A new child, the National Steering Committee on Women's Affairs has been born. The new body is given the responsibility to

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develop an appropriate and relevant national machinery for the country so that a national programme for women in development can be co-ordinated. The government has become increasingly aware of its role in promoting women in development activities and has begun to involve women actively. Last month the first local woman director of a government department has been appointed as Director of Energy. The first woman member of the Public Service Commission has been appointed. Much remains to be done and Fiji women who are capable must offer themselves to carry out these developmental tasks so that they may be fully integrated in all developmental activities of their nation.

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APPENDIX III

STATUTORY AND ALLIED BODIES

In this area of public life also, the characteristics of and reasons for the lack of proportional representation of women follow a pattern similar to those areas already discussed.

The following table of many of the more important statutory bodies indicates clearly the low proportion of female representation.

NAME OF BODY	MEN	WOMEN	TOTAL
Fiji National Provident Fund	6	0	6
Fiji Meat Industry Board	6	0	6
Public Service Commission	5	0	5
Civil Aviation Authority	9	0	9
Consumer Council	6	4	10
Housing Authority	5	1	6
Fiji Electric Authority	7	0	7
Fiji Pine Commission	10	0	10
Reserve Bank of Fiji Board	7	0	7
Fiji Development Bank Board	10	0	10
National Marketing Authority	7	0	7
Fiji National Training Council	16	0	16
Ports of Authority of Fiji	8	0	8
Native Land Trust Board	11	0	11
Fiji Broadcasting Commission	8	2	10
Fiji Visitors Bureau	13	1	14
Economic Development Board	9	0	9
Education Forum	15	0	15
Central Board of Health	7	0	7
Transport Control Board	5	0	5
Trade Unions Advisory Committee	4	0	4
Labour Advisory Committee	18	0	18
Town & Country Planning Advisory Committee	5	0	5
Film Control Board	3	2	5
Air Transport Licensing Board	7	0	7
Sugar Board	6	0	6
Fiji Marine Board	7	0	7
Pharmacy and Poisons Board	5	0	5

Out of a total membership of 89 members of the 7 wages councils, 2 are women.

PAPER DEVELOPED FOR
PRESENTATION AT THE
SOUTH PACIFIC REGIONAL WOMEN'S CONFERENCE

IN

RAROTONGA, COOK ISLANDS

March 19 - March 27, 1985

Carmen L.G. Pearson
Deputy Director
Department of Public Health and Social Services

Agana, Guam
Marianas Islands

Overview of Guam

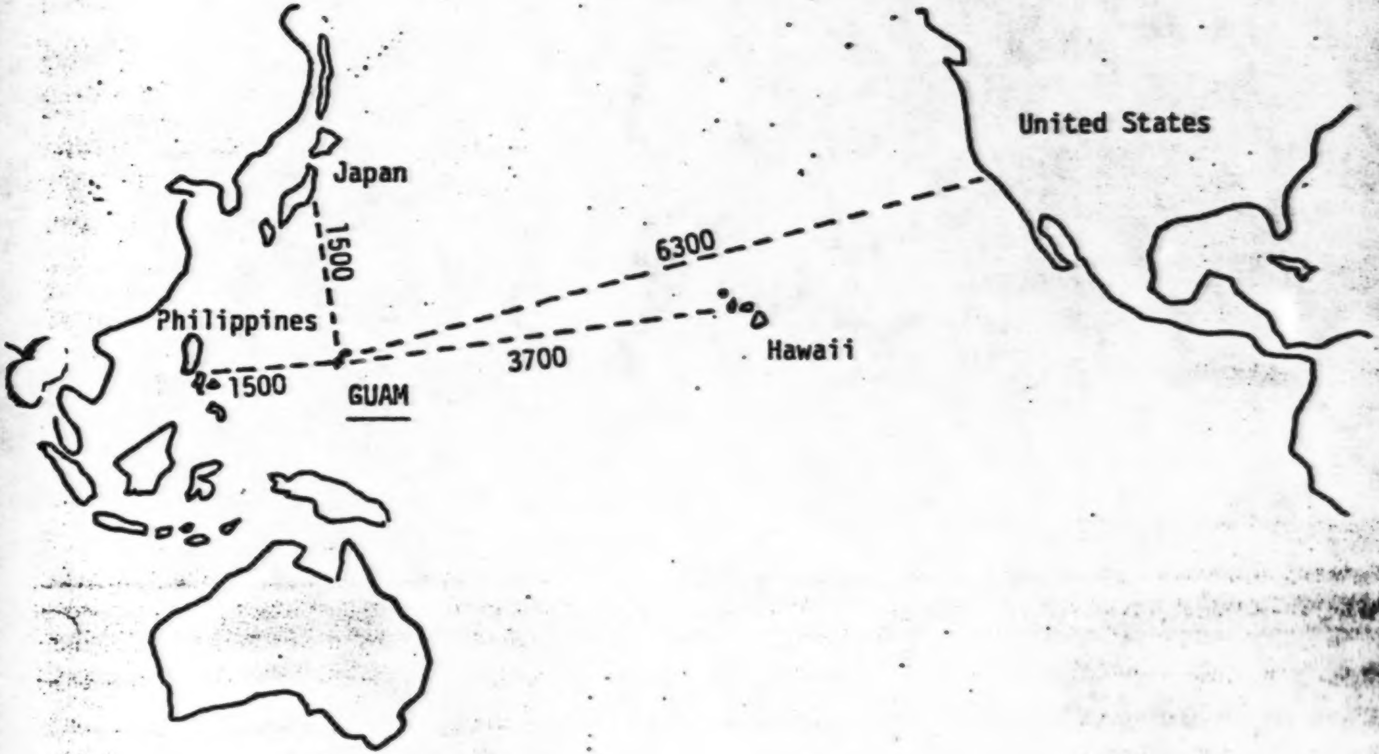
Guam is a tropical island located in the Western Pacific about 6,000 miles from San Francisco and 3,700 miles from the Hawaiian Islands and 4,200 miles from Rarotonga, the Cook Islands. Its relative geographic location is shown on the map on the following page. It is the largest and southernmost of the Marianas Islands and is approximately 32 miles in length and from four to eight miles wide, the narrowest part being near the middle point with a total land area of 209 square miles. It is located at latitude 13 north with temperatures ranging from 70 -90 F and an average rainfall of 105 inches, three-fourths of which falls during the rainy season between July and December.

The northern half of Guam is basically an elevated limestone plateau of gentle slopes in the interior and sheer cliffs along much of its margins. The southern half is largely volcanic, hilly and interlaced with rivers and streams. Development has been largely limited to coastal regions and the northern central portion of the island.

Guam was ceded to the United States in the Treaty of Paris in 1898, and since then was administered for the following six decades by the U.S. Navy. There was a two and a half year interruption by Japanese rule during the Second World War. Upon American liberation of the island in 1944, the U.S. Navy administration resumed.

In 1950, through the enactment of the Organic Act, the island became

Figure I. Guam's location relative to the United States and its Asia and Pacific neighbors.


Japan
1500
United States
6300
Philippines
Hawaii
3700
1500
GUAM

an unincorporated territory of the United States with American citizenship extended to the people. The Naval authorities transferred the administration of civil affairs to the U.S. Department of Interior, establishing a civilian governor, a 21 seat unicameral legislature, a non-voting representative in the U.S. House of Congress and a civilian court system.

The northern portion of the island is the most heavily populated with numerous U.S.-type housing developments. There are 19 villages scattered throughout the island. There is no large metropolitan-type center on the island.

The original inhabitants of Guam were the Chamorros, who came to the island during the pre-historic migration from Southeast Asia. The present Chamorro or Guamanian is a mixture of the original Chamorro, Micronesian, Spanish, Filipino and Caucasian.

The culture is based on Spanish Catholic colonialism increasingly being overlayed with Americanization due to the military presence on Guam. Traditional social life centers around the family, community and Catholic Church. Extended family relationships are important. Rapid growth and urbanization in the past few years have resulted in changing the traditional social system and aspirations of the people with increasing mobility.

Guam is a "melting pot" of many ethnic groups. The ethnic composition of the island is shown in Figure 2. Oriental and Caucasian elements have increased in recent years. The Chamorro language is spoken by most indigenous islanders, with almost all groups considering English as a second language, although English is the official language.

Health Status of Guam's Women

The population of Guam totaled 105,979 in 1980, with women ages 15-44 totaling 25,057, or 23.6% of the total population. The 1982 fertility rate among women ages 15-44 was 111.6 births per 1,000 women. This rate is higher than for any other state in the United States other than Utah. The birth rate in 1982 was 27.5 births per 1,000 population, a rate much higher than the U.S. rate of 15.9 births/1,000 population. Our infant death rate in 1982 was fairly good, with 11.2 infant deaths per 1,000 live births reported. The birth rate for single women continues to climb, however, at any alarming rate. Unmarried mothers gave birth to 26% of the total live births in 1983. The percentage of births to low birth weight infants has remained consistently above U.S. levels, at 8.5% of total live births. High fertility rates are recorded for adolescents.

There has been no consistent community-wide planning for the health needs of women as a specific group in the past several years on Guam. The key words here are consistent and health needs of women. Sporadic concerns are addressed but consistency has been lacking. The Guam Health Planning and Development Agency does undertake periodic community education, information and participation efforts on a regular basis in the formulation of health plans for the territory as a whole, but no comprehensive effort to look at women's needs has materialized yet on Guam. As Chairperson for the Guam Health Planning Coordinating Council appointed in 1983 by Governor Ricardo J. Bordallo, I believe that more women's issues are being addressed and that impact will be felt in the future. This report will first briefly summarize the current status on Guam of major health concerns for women, and then present our plans for future efforts.

Specific Health Issues

1. Identification of Health Needs for Women

Identification of the health needs of women on Guam has improved somewhat in the past decade; however, most data collection efforts have been done manually on a fragmented basis, so that an overall view of the health of all women on Guam is still lacking. Efforts over the past four years have included: (1) use of a prenatal risk scoring system for women receiving government-provided prenatal care, which not only identifies those women most in need of specialty care during the prenatal and delivery periods, but also provides us with a relatively convenient method of collecting information on the types of women receiving these services and the care they receive; (2) development of a registry of patients receiving government-provided family planning services, again allowing us to better define the populations receiving services and the care provided; (3) a study, still in progress, to analyze the rates of Caesarean sections performed at the only civilian hospital on Guam; (4) collection of information on the outcomes of deliveries by women receiving government-provided prenatal care; (5) the establishment of a prospective data collection mechanism focused on pregnant teenagers, which should provide us with information on the causes and results of adolescent pregnancy; and (6) beginning efforts to study the outcomes of births of very low birth weight and premature infants. All four major government health agencies on Guam (the Guam Memorial Hospital, the Department of Public Health and Social Services, the Guam Health Planning and Development Agency, and the Mental Health and Substance Abuse Agency) have begun or are planning efforts to computerize some data collection activities in the near future. We are hopeful that computerization will allow us to collect more relevant, useful and timely information and conduct a broad variety of research studies to answer needs assessment issues for the health of women, children, and other citizens of the Territory.

2. Continuing Health Education for Children and Adults

Health education efforts have increased tremendously over the past ten years on Guam. In the schools, there is a renewed emphasis on family life and health education, spearheaded by a newly developed health and family life curriculum. The school system has also developed close ties with the Department of Public Health and Social Services in its efforts to improve not only the delivery of health services in the educational system, but also provide appropriate educational information on health to students. Health education and counseling services are also being provided, directly on school campuses, to pregnant adolescents through a special program targeted to ensure that pregnant adolescents and adolescent parents receive appropriate health care and social support services.

A wide variety of health education programs are now available on island, through both government and non-governmental agencies. Government services include the provision of a "risk reduction" program aimed at working adults, and hopefully schoolchildren in the future. This program helps participants to identify and correct risk factors which are of detriment to their health. Health education services in family planning and maternal and child health are also available through government resources, as well as through private groups. Three different agencies are now providing prenatal classes for expectant parents, emphasizing good nutrition and preparation for labor and delivery. The local branch of the American Cancer Society has been very active in education of the community to prevent, and to cope, with cancer. Other privately organized groups which extend educational and health services to the community include the Red Cross, the Guam Ostomy Association, the local branch of the American Diabetes Association, the Guam Hypertension Council, and the Lytico and Bodig Association. The women of Guam are responsible for spearheading the organization of most of these groups.

3. Basic Health Care Services, Facilities and Personnel

Basic health care services are widely available, and readily accessible, on Guam. There are a number of employer-sponsored health insurance programs available, as well as a government-funded programs to pay for the health needs of those without adequate financial means. In addition, government- provided public health services are available, with particular attention paid to the needs of women in their reproductive years. Just two years ago we were able to extend our provision of prenatal care to women in need to also include care at labor and delivery and in the postpartum period. Cancer screening services are available to women of all ages, and family planning services, which provide thorough counseling on all available methods, are also available free of charge to those unable to purchase health insurance. Health facilities are generally adequate on the island, and private clinics are expanding in number yearly. Government-sponsored efforts to improve the number of local people trained in health care delivery have brought significant results in the past several years. Many of those trained have been women; presently, women make up 20% of the island's licensed civilian physicians, a vast improvement over previous years. Funding through government and World Health Organization sponsorship has also enabled students to receive training in health education, public health administration, hospital administration and other health fields.

4. Nutritional Deficiencies in Women and Children

Our efforts to reduce nutritional deficiencies in women and children received a big boost in 1983, when the Supplemental Food Program for Women, Infants and Children began operations. WIC provides food supplements to pregnant and lactating women and children under the age of five. The program also stresses nutrition education of its clients, and has had a big impact in bringing women and children into appropriate health care delivery systems. Presently, 200 women on Guam receive supplements from WIC, along with 1500 children.

Nutrition education efforts have also been expanded through the local media. Presently, nutrition education is offered through the local newspaper on a weekly basis. This education focuses on the use of local foods whenever possible.

5. Recognition of Traditional Medical Practices

Guam has not placed any strong emphasis on the use of traditional medical practices and personnel in the health care system. Reliance on traditional systems of medical care has been fairly limited over the past several decades, and is dwindling rapidly.

6. Concern for Women's Diseases

Health education on cancer has been quite widespread due to the efforts of the local branch of the American Cancer Society. In particular, the Society has organized a "Reach to Recovery" program for mastectomy patients, and has organized numerous fund-raising and educational campaigns.

7. Birth Control and Contraceptives

Birth control and contraceptives are widely available at present on Guam, and financial means is not a barrier to receiving family planning services. The government's recent emphasis is on education of male partners on family planning, and the responsibility of males for birth control. Special funding has been sought and received to assist this effort at education of males. The Department of Public Health and Social Services has taken the lead among health providers in providing training and education in natural family planning methods.

8. Abortion

Abortion is legal on Guam, with certain restrictions as to gestational age of the fetus. Funding of abortions for poor women, however, is not available, except in situations where continuation of the pregnancy threatens the life of the mother. There is no indication that non-sterile abortions are being performed on Guam. Thorough abortion counseling is available to any woman through the Department of Public Health and Social Services.

9. Venereal Diseases

While there is a high incidence of venereal disease on Guam, services are available, completely free of charge, on a walkin basis, to anyone suspecting a sexually transmitted disease. Education efforts, including efforts in the school, continue in an effort to prevent spread of these diseases.

10. Health of the Working Mother

Day care continues to be inadequate on Guam, where a continually growing number of working mothers must cope with a very inadequate supply of nurseries and day care centers. A recent innovation on Guam has been the establishment of a day care cooperative, where parents themselves assist in providing care; this effort is geared for students and women seeking employment. The Guam Women's Club, Soroptomist International, the University of Guam, the Department of Public Health and Social Services and the military have all helped to make this program a reality. A major lack is also in the area of after-school care for elementary and junior high students. In order to ease this problem, the Department of Public Health and Social Services will be initiating a latch-key project next month in one of the major population centers on Guam. Another recent success in the day care picture was the establishment one year ago of a day care center, with government funding, to care for the infants of teenage mothers so that the mothers could complete schooling and job training. The center is a model of appropriate infant care, and is also used to teach young mothers ways to educate and stimulate their infants. Efforts to offer more flexible employment arrangements to parents in order to facilitate child care have not yet been very successful.

11. Alcoholism, Drugs, and Tobacco

While the alarming incidence of drug abuse and trafficking experienced in the late 1970's on Guam has been dramatically reduced, the use of alcohol and tobacco continues to be a problem. Motor vehicle accidents, often the result of drunk driving, are increasing as a leading cause of death on Guam. As a result, penalties for driving while intoxicated have been strengthened, and the courts have shown much less leniency for offenders.

Programs to assist smokers who want to quit have been offered regularly by several private clinics, and smoking is an area of emphasis of the government's "risk reduction" program. Taxes on alcohol and tobacco are higher than taxes on any other product on Guam. Both private and governmental groups have programs to counsel and treat victims of alcoholism.

12. Violence Against Women

Violence against women has been a special focus of both private and government agencies. I initiated the Guam Task Force on

Family Abuse and Sexual Assault in 1981 while I was still with the University of Guam. The Task Force is quite active in training of health personnel and others on dealing with rape and sexual assault, in offering counseling and support services to victims, and in public education. An outgrowth of the Task Force is the Counseling Advocates Reaching Out (CARO), a specially trained group. Catholic Social Services, under contract from the Department of Public Health and Social Services, has opened a shelter for women and children needing to escape from domestic violence, and provides a variety of support services to assist them. Nineteen women and fifty children benefitted from this shelter in the first nine months of operation. Government funding continues to be inadequate, however, to deal with the caseload of spouse and child abuse victims, particularly as improved reporting has increased caseloads.

13. Lack of Mental Health Services

While women are not a special target of mental health services, these services are available without discrimination to all. Private health insurance plans are now offering limited mental health care services to their subscribers, and the government continues to provide mental health inpatient and outpatient care to residents. In addition, Governor Ricardo J. Bordallo, the Governor of Guam, has placed special emphasis on stress management for government employees through his requirement of a physical fitness program for each government agency and department. The Departments of Mental Health and Substance Abuse and Public Health and Social Services have developed model programs in this area.

Plans for the Future

While we are pleased with the achievements Guam has made in the past decade in improving the lives of women residents, much remains to be done. Our major need at this time is an overall direction and consensus on women's needs and the methods to meet them.

The Guam Women's Issues Task Force is presently looking specifically at the needs of Guam's women, and planning for strategies to address relevant issues. Our First Lady, Madeleine Z. Bordallo, formed the Guam Women's Issues Task Force when she was a Senator in 1980. Our Governor and First Lady are both very supportive of the efforts of the Guam Women's Issues Task Force. Our plan for the future is to follow up on the proposed legislations regarding women from all walks of life and to work with them to achieve a more comprehensive plan for meeting the needs of Guam's women. The Guam Women's Issues Task Force could then spearhead with groups in other other areas to develop innovative mechanisms for meeting women's needs that are appropriate to the local culture and setting.

Strategies for health would be a key feature of this effort, and the government is committed to assisting in the continuity and support of the Guam Women's Issues Task Force.

Figure III

PROJECT AREA AND CLINIC SITES

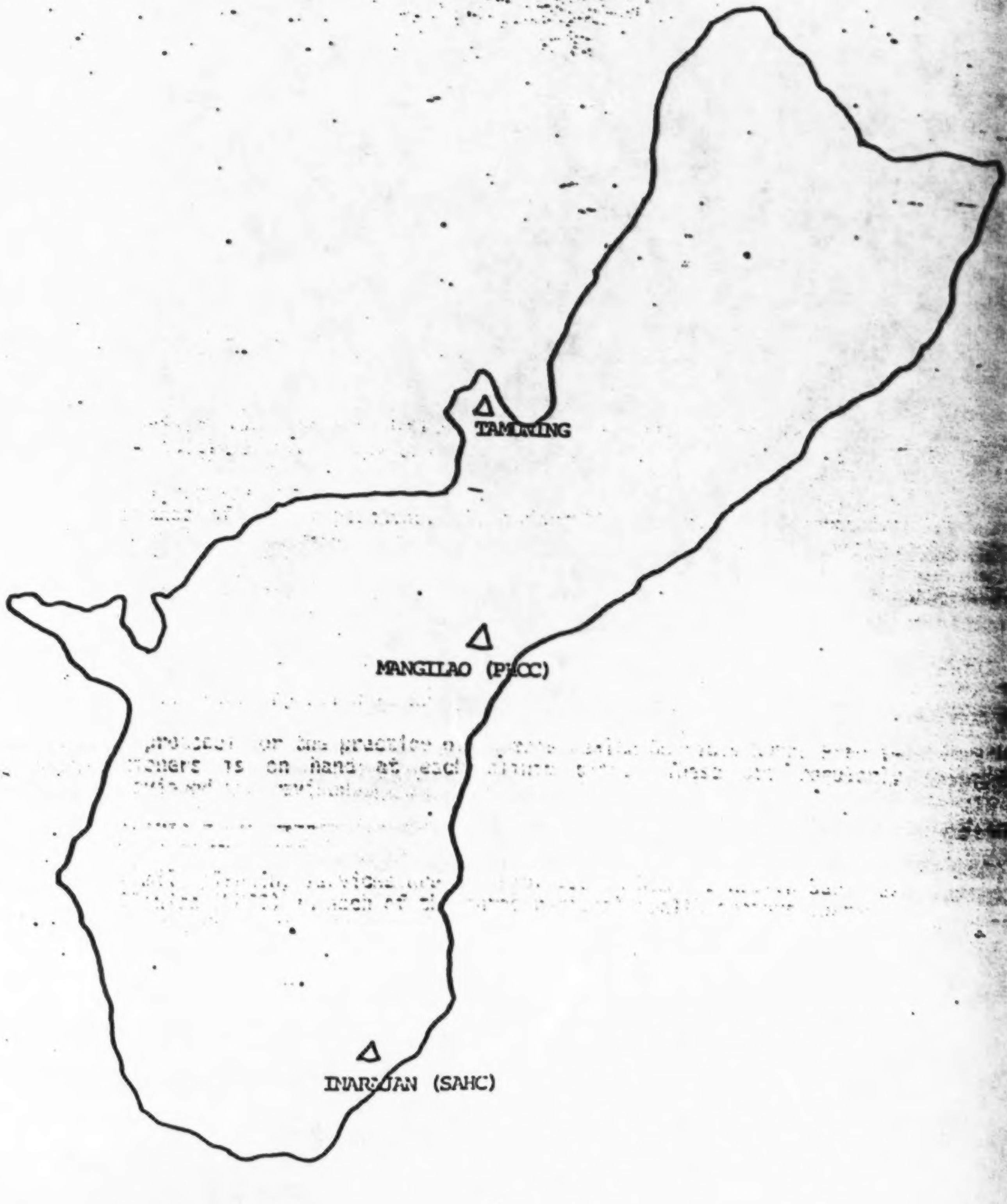

TAMUNING
MANGILAO (PHCC)
INARAJAN (SAHC)

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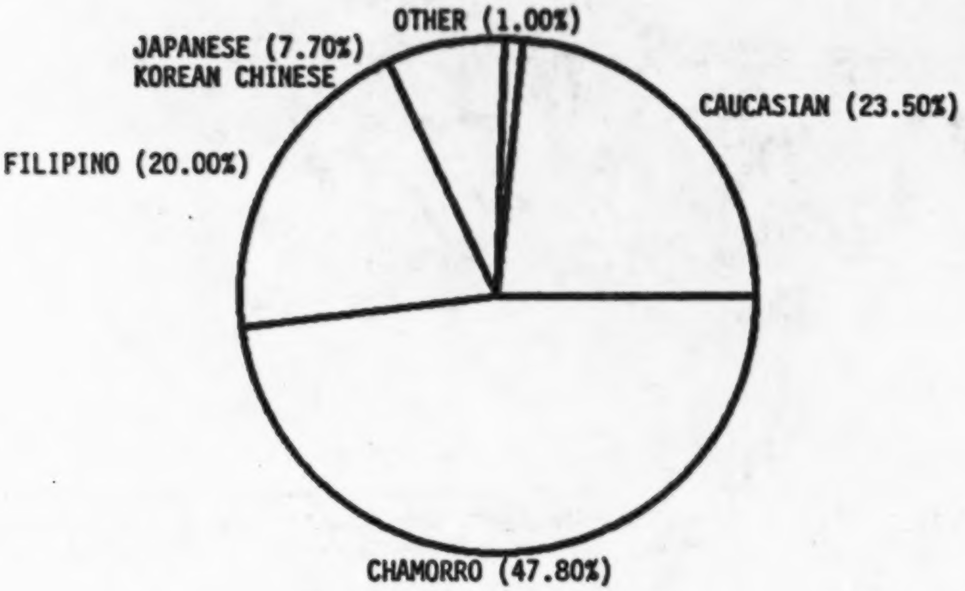
Figure II.

1975 ETHNIC COMPOSITION OF POPULATION ON GUAM



SOURCE: BUREAU OF PLANNING, 1984, GOVERNMENT OF GUAM. THE ABOVE IS BASED ON 1978 DATA (THE LATEST CURRENTLY AVAILABLE) PROJECTING A TOTAL POPULATION FOR 1978 OF 102,605

NGO/WP.15
19 March 1985

ORIGINAL : ENGLISH

PACIFIC WOMEN'S NON GOVERNMENTAL ORGANISATIONS DEVELOPMENT COMMITTEE

REGIONAL MEETING OF PACIFIC ISLANDS WOMEN'S NON GOVERNMENTAL ORGANISATIONS

(Rarotonga, Cook Islands, 19-23 March 1985)

COUNTRY REPORT : KIRIBATI

INTRODUCTION

The Republic of Kiribati attained independent status as a nation in July, 1979 after a period of 24 years as a British Protectorate and 63 years as British Colony. Throughout this period the main cash exports were phosphate and copra, while the subsistance sector is based upon fish, coconut, breadfruit, babai and pandanus. Prior to 1949 the taxation of phosphate made it possible both to expand the provision of social services in the country and to build up a substantial reserve fund to be used on the expiry of phosphate mining. Coincidentally, however, the lessation of phosphate production occurred in 1979, the same year as the achievement of independance, and the nation has since faced the problem of developing its remaining national resources, in order to be able to sustain the standard of living of the people without the benefits of additional income from this source.

Kiribati consists of several groups of coral atolls with a total land area of 270 square miles scattered over 2 million square miles of ocean. The main geographical fact of life in Kiribati is the enormous distance between islands. For example, Kiribati in the east is over 2,000 miles away from Banaba in the west and the latitude of Washington in the north is more than 600 miles from the latitude of Arorae in the south. The country's administrative centre, Tarawa is 1,500 miles from Fiji and 2,000 miles or more from Australia, New Zealand, Japan and the United States.

Kiribati is predominantly a rural society, the majority of the population depending on subsistence agriculture and fishing, with copra at present virtually the only cash crop and source of very limited export earnings. The bulk of the population inhabits thesixteen scattered atolls of the main Gilbert Group straddling the equator to the West of 180degrees longtitude. Of the approximate 60.00 population one third occupies South Tarawa (urban) the principal island and Government centre - the majority two thirds remaining on the outer islands. Historically development has tended to be concentrated on South Tarawa, particularly economic and social infrastructure. Since independence in 1979, however, the Government of the Republic has pursued a policy under which high priority is attached to correcting the imbalance between South Tarawa and the other islands, reducing urban drift, and promoting the quality of rural life.. Progress has been made, and it is encouraging to note from recent studies the beginnings of a discernible trend in population movements in favour of rural resettlements.

Marine resources are adequate for subsetence fishing. The land yields coconuts, babai, pandanus and sometimes vegetables but he agricultural enviroment is generally poor, and imported food stuffs - including rice and tinned goods are widely consumed.

Although there are sea and air services to each island, and a rudimentary radio-telephone network, inter-island communication are not good. Distances are considerable and continuity of supply and access is frequently disrupted, the islands therefore remaining generally isolated.

During the decade 1975 - 1985 the Kiribati National Women Federation - NGO which is known as Aia Maea Ainen Kiribati was established in 1976 under the control of the Government i.e. Ministry of Health and Family Planning until 1982 when AMAK gained independence. AMAK has about over 10,000 members and over 200 clubs, six church groups which are all affilliated to to AMAK.

AMAK works very closely with Government. AMAK along with Government recognises the importance of rural development projects - not only to improve rural life but in order to contribute to the continuing viability of life itself in a society which faces a combination of severely limited land, and other resources and a rising population. Bearing in mind that if present population growth continues unchecked the population of Kiribati could double in 30 years - halving the land area available per person. Government includes family planning and population control high amongst its priorities. Clearly, however, it will continue to be necessary to complement a population policy with measures to ensure the improved well being of both existing and future generations. It has been indicated that probably the average annual rate of increase of population is between 1.6 and 2.2 percent but probably closer to 2.2 The population of Kiribati is higher than it has ever been before and is rapidly increasing. There is insufficient land to support population increase at the current level from subsistence. Traditional outlets for population over-spill through migration have ceased and employment opportunities at home and overseas are being substantially reduced in proportion to the increasing number of job-seekers. One third of the population lives on Tarawa and relies heavily on a cash economy. Child malnutrition surely one of the most validindicators of the effects of development, is now common in both urban and rural areas - it was hardly known ten years ago. We cannot be too confidnet that aid from overseas will relieve the situation when it becomes unsupportable.

With regard to employment - of indigenous employees, the least qualified groups were female sales and service workers, of whom many would be engaged in private retail and distribution, in occupations. At the professional and technical level, there was a slight tendency for males of over eleven years experience to have had long periods of training within Kiribati, but this may merely be a reflection of the greater opportunities which older people will have had in the course of their working life.

In the case of indigenous females, virtually the only groups to have had formal training if any type were those employed in the medical services, teachers, typists and clerks. In the professional and technical category, nurses, health workers and primary school teachers dominated, though even among health workers 39% had no training (mostly maternity and child wefare aides). A general feature of indigenous female employment was the absence of experienced workers.

The comparative educational levels of male and female employees shows that a higher proportion of the female work force had been educated to Forms I - VI than is in the case for males, though a lower proportion was found to all other levels.

Thus, 41.6% of female employees have had some secondary education, compared with only 28.2% of male employees. Since the proportion of males educated to University level was only slight higher than that for females, these figures imply that the average level of educational attainment of the females labour force was higher than for male. This result is not really surprising, however since a larger proportion of male employment is in manual production areas, where a high level of educational qualification is traditionally not required. At Diploma and Degree level the ratio is 4.6 males to one female.

in cases of participation in decision making, there is a female nominated to each Island Council on every island throughout the country. We also have females sitting on Committees and Boards.

Since 1982 - 85 AMAK has completed 63 small projects and 50 are still under completion. These are mainly on income generating such as sewing, bakery and also on building water tanks. AMAK is funded by US AID through FSP, this would be until 1986.

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